

# Wage Determination Tables from 2015-5763 to 2015-5959

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# **Wage Determination No. : 2015-5763**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

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## **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

This wage determination applies only to Brentwood town in Rockingham county

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



## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 18.76 |      |
| 01012 | Accounting Clerk II                             | 21.05 |      |
| 01013 | Accounting Clerk III                            | 23.55 |      |
| 01020 | Administrative Assistant                        | 32.55 |      |
| 01035 | Court Reporter                                  | 22.72 |      |
| 01041 | Customer Service Representative I               | 16.96 | ***  |
| 01042 | Customer Service Representative II              | 18.51 |      |
| 01043 | Customer Service Representative III             | 20.77 |      |
| 01051 | Data Entry Operator I                           | 17.60 | ***  |
| 01052 | Data Entry Operator II                          | 19.20 |      |
| 01060 | Dispatcher, Motor Vehicle                       | 24.74 |      |
| 01070 | Document Preparation Clerk                      | 18.00 |      |
| 01090 | Duplicating Machine Operator                    | 18.00 |      |
| 01111 | General Clerk I                                 | 18.18 |      |
| 01112 | General Clerk II                                | 19.84 |      |
| 01113 | General Clerk III                               | 22.26 |      |
| 01120 | Housing Referral Assistant                      | 25.34 |      |
| 01141 | Messenger Courier                               | 14.74 | ***  |
| 01191 | Order Clerk I                                   | 20.41 |      |
| 01192 | Order Clerk II                                  | 22.27 |      |
| 01261 | Personnel Assistant (Employment) I              | 21.10 |      |
| 01262 | Personnel Assistant (Employment) II             | 23.60 |      |
| 01263 | Personnel Assistant (Employment) III            | 26.32 |      |
| 01270 | Production Control Clerk                        | 35.35 |      |
| 01290 | Rental Clerk                                    | 21.02 |      |
| 01300 | Scheduler, Maintenance                          | 20.31 |      |
| 01311 | Secretary I                                     | 20.31 |      |
| 01312 | Secretary II                                    | 22.72 |      |
| 01313 | Secretary III                                   | 25.34 |      |
| 01320 | Service Order Dispatcher                        | 22.12 |      |
| 01410 | Supply Technician                               | 32.55 |      |
| 01420 | Survey Worker                                   | 21.29 |      |
| 01460 | Switchboard Operator/Receptionist               | 17.69 | ***  |
| 01531 | Travel Clerk I                                  | 18.10 |      |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01532       | Travel Clerk II                              | 18.39       |             |
| 01533       | Travel Clerk III                             | 20.23       |             |
| 01611       | Word Processor I                             | 18.10       |             |
| 01612       | Word Processor II                            | 20.31       |             |
| 01613       | Word Processor III                           | 22.72       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 27.87       |             |
| 05010       | Automotive Electrician                       | 25.00       |             |
| 05040       | Automotive Glass Installer                   | 23.65       |             |
| 05070       | Automotive Worker                            | 23.65       |             |
| 05110       | Mobile Equipment Servicer                    | 21.13       |             |
| 05130       | Motor Equipment Metal Mechanic               | 26.28       |             |
| 05160       | Motor Equipment Metal Worker                 | 23.65       |             |
| 05190       | Motor Vehicle Mechanic                       | 26.28       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 19.87       |             |
| 05250       | Motor Vehicle Upholstery Worker              | 22.39       |             |
| 05280       | Motor Vehicle Wrecker                        | 23.65       |             |
| 05310       | Painter, Automotive                          | 25.00       |             |
| 05340       | Radiator Repair Specialist                   | 23.65       |             |
| 05370       | Tire Repairer                                | 16.13       | ***         |
| 05400       | Transmission Repair Specialist               | 26.28       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 17.48       | ***         |
| 07041       | Cook I                                       | 19.44       |             |
| 07042       | Cook II                                      | 21.76       |             |
| 07070       | Dishwasher                                   | 14.51       | ***         |
| 07130       | Food Service Worker                          | 17.01       | ***         |
| 07210       | Meat Cutter                                  | 22.14       |             |
| 07260       | Waiter/Waitress                              | 16.71       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 25.18       |             |
| 09040       | Furniture Handler                            | 17.58       | ***         |
| 09080       | Furniture Refinisher                         | 25.18       |             |
| 09090       | Furniture Refinisher Helper                  | 20.00       |             |
| 09110       | Furniture Repairer, Minor                    | 22.55       |             |
| 09130       | Upholsterer                                  | 25.18       |             |
| 11000       | General Services And Support Occupations     |             |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11030       | Cleaner, Vehicles                          | 17.99       |             |
| 11060       | Elevator Operator                          | 19.29       |             |
| 11090       | Gardener                                   | 25.62       |             |
| 11122       | Housekeeping Aide                          | 19.29       |             |
| 11150       | Janitor                                    | 19.29       |             |
| 11210       | Laborer, Grounds Maintenance               | 21.16       |             |
| 11240       | Maid or Houseman                           | 17.09       | ***         |
| 11260       | Pruner                                     | 19.74       |             |
| 11270       | Tractor Operator                           | 24.09       |             |
| 11330       | Trail Maintenance Worker                   | 21.16       |             |
| 11360       | Window Cleaner                             | 20.68       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 21.36       |             |
| 12011       | Breath Alcohol Technician                  | 30.33       |             |
| 12012       | Certified Occupational Therapist Assistant | 41.62       |             |
| 12015       | Certified Physical Therapist Assistant     | 35.13       |             |
| 12020       | Dental Assistant                           | 26.29       |             |
| 12025       | Dental Hygienist                           | 44.57       |             |
| 12030       | EKG Technician                             | 42.17       |             |
| 12035       | Electroneurodiagnostic Technologist        | 42.17       |             |
| 12040       | Emergency Medical Technician               | 21.36       |             |
| 12071       | Licensed Practical Nurse I                 | 27.13       |             |
| 12072       | Licensed Practical Nurse II                | 30.33       |             |
| 12073       | Licensed Practical Nurse III               | 33.81       |             |
| 12100       | Medical Assistant                          | 21.92       |             |
| 12130       | Medical Laboratory Technician              | 37.00       |             |
| 12160       | Medical Record Clerk                       | 22.59       |             |
| 12190       | Medical Record Technician                  | 25.48       |             |
| 12195       | Medical Transcriptionist                   | 27.13       |             |
| 12210       | Nuclear Medicine Technologist              | 66.67       |             |
| 12221       | Nursing Assistant I                        | 15.20       | ***         |
| 12222       | Nursing Assistant II                       | 17.09       | ***         |
| 12223       | Nursing Assistant III                      | 18.64       |             |
| 12224       | Nursing Assistant IV                       | 20.94       |             |
| 12235       | Optical Dispenser                          | 22.93       |             |
| 12236       | Optical Technician                         | 27.13       |             |
| 12250       | Pharmacy Technician                        | 20.80       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12280       | Phlebotomist                                         | 22.19       |             |
| 12305       | Radiologic Technologist                              | 39.83       |             |
| 12311       | Registered Nurse I                                   | 31.18       |             |
| 12312       | Registered Nurse II                                  | 40.19       |             |
| 12313       | Registered Nurse II, Specialist                      | 40.19       |             |
| 12314       | Registered Nurse III                                 | 48.63       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 48.63       |             |
| 12316       | Registered Nurse IV                                  | 58.29       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 37.59       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 30.41       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 22.66       |             |
| 13012       | Exhibits Specialist II                               | 28.07       |             |
| 13013       | Exhibits Specialist III                              | 34.34       |             |
| 13041       | Illustrator I                                        | 22.66       |             |
| 13042       | Illustrator II                                       | 28.07       |             |
| 13043       | Illustrator III                                      | 34.34       |             |
| 13047       | Librarian                                            | 34.75       |             |
| 13050       | Library Aide/Clerk                                   | 16.81       | ***         |
| 13054       | Library Information Technology Systems Administrator | 28.07       |             |
| 13058       | Library Technician                                   | 22.66       |             |
| 13061       | Media Specialist I                                   | 20.26       |             |
| 13062       | Media Specialist II                                  | 22.66       |             |
| 13063       | Media Specialist III                                 | 25.27       |             |
| 13071       | Photographer I                                       | 20.26       |             |
| 13072       | Photographer II                                      | 22.66       |             |
| 13073       | Photographer III                                     | 28.07       |             |
| 13074       | Photographer IV                                      | 34.34       |             |
| 13075       | Photographer V                                       | 41.55       |             |
| 13090       | Technical Order Library Clerk                        | 20.45       |             |
| 13110       | Video Teleconference Technician                      | 21.70       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 23.03       |             |
| 14042       | Computer Operator II                                 | 25.76       |             |
| 14043       | Computer Operator III                                | 28.72       |             |
| 14044       | Computer Operator IV                                 | 31.91       |             |
| 14045       | Computer Operator V                                  | 35.34       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14071       | Computer Programmer I                                   | 24.68       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 23.03       |             |
| 14160       | Personal Computer Support Technician                    | 31.91       |             |
| 14170       | System Support Specialist                               | 35.34       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 36.89       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 44.64       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 53.51       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 36.89       |             |
| 15060       | Educational Technologist                                | 35.00       |             |
| 15070       | Flight Instructor (Pilot)                               | 53.51       |             |
| 15080       | Graphic Artist                                          | 34.69       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 53.51       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 53.51       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 53.51       |             |
| 15090       | Technical Instructor                                    | 27.47       |             |
| 15095       | Technical Instructor/Course Developer                   | 33.60       |             |
| 15110       | Test Proctor                                            | 22.17       |             |
| 15120       | Tutor                                                   | 22.17       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 16.41       | ***         |
| 16030       | Counter Attendant                                       | 16.41       | ***         |
| 16040       | Dry Cleaner                                             | 18.75       |             |
| 16070       | Finisher, Flatwork, Machine                             | 16.41       | ***         |
| 16090       | Presser, Hand                                           | 16.41       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 16.41       | ***         |
| 16130       | Presser, Machine, Shirts                                | 16.41       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 16.41       | ***         |
| 16190       | Sewing Machine Operator                                 | 19.53       |             |
| 16220       | Tailor                                                  | 20.31       |             |
| 16250       | Washer, Machine                                         | 17.19       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 28.79       |             |
| 19040       | Tool And Die Maker                                | 34.41       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 23.27       |             |
| 21030       | Material Coordinator                              | 35.35       |             |
| 21040       | Material Expediter                                | 35.35       |             |
| 21050       | Material Handling Laborer                         | 18.59       |             |
| 21071       | Order Filler                                      | 16.97       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 23.27       |             |
| 21110       | Shipping Packer                                   | 20.49       |             |
| 21130       | Shipping/Receiving Clerk                          | 20.49       |             |
| 21140       | Store Worker I                                    | 18.06       |             |
| 21150       | Stock Clerk                                       | 22.00       |             |
| 21210       | Tools And Parts Attendant                         | 23.27       |             |
| 21410       | Warehouse Specialist                              | 23.27       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 37.47       |             |
| 23019       | Aircraft Logs and Records Technician              | 30.43       |             |
| 23021       | Aircraft Mechanic I                               | 35.72       |             |
| 23022       | Aircraft Mechanic II                              | 37.47       |             |
| 23023       | Aircraft Mechanic III                             | 39.16       |             |
| 23040       | Aircraft Mechanic Helper                          | 27.01       |             |
| 23050       | Aircraft, Painter                                 | 33.54       |             |
| 23060       | Aircraft Servicer                                 | 30.43       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 33.54       |             |
| 23080       | Aircraft Worker                                   | 31.99       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 31.99       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 35.72       |             |
| 23110       | Appliance Mechanic                                | 31.06       |             |
| 23120       | Bicycle Repairer                                  | 26.26       |             |
| 23125       | Cable Splicer                                     | 43.29       |             |
| 23130       | Carpenter, Maintenance                            | 29.42       |             |
| 23140       | Carpet Layer                                      | 29.39       |             |
| 23160       | Electrician, Maintenance                          | 32.18       |             |
| 23181       | Electronics Technician Maintenance I              | 28.86       |             |
| 23182       | Electronics Technician Maintenance II             | 30.49       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23183       | Electronics Technician Maintenance III                                 | 32.06            |
| 23260       | Fabric Worker                                                          | 27.82            |
| 23290       | Fire Alarm System Mechanic                                             | 32.65            |
| 23310       | Fire Extinguisher Repairer                                             | 26.26            |
| 23311       | Fuel Distribution System Mechanic                                      | 32.65            |
| 23312       | Fuel Distribution System Operator                                      | 26.26            |
| 23370       | General Maintenance Worker                                             | 23.55            |
| 23380       | Ground Support Equipment Mechanic                                      | 35.72            |
| 23381       | Ground Support Equipment Servicer                                      | 30.43            |
| 23382       | Ground Support Equipment Worker                                        | 31.99            |
| 23391       | Gunsmith I                                                             | 26.26            |
| 23392       | Gunsmith II                                                            | 29.39            |
| 23393       | Gunsmith III                                                           | 32.65            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 30.42            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 31.91            |
| 23430       | Heavy Equipment Mechanic                                               | 30.00            |
| 23440       | Heavy Equipment Operator                                               | 28.89            |
| 23460       | Instrument Mechanic                                                    | 34.48            |
| 23465       | Laboratory/Shelter Mechanic                                            | 31.06            |
| 23470       | Laborer                                                                | 18.59            |
| 23510       | Locksmith                                                              | 31.06            |
| 23530       | Machinery Maintenance Mechanic                                         | 32.08            |
| 23550       | Machinist, Maintenance                                                 | 30.21            |
| 23580       | Maintenance Trades Helper                                              | 21.02            |
| 23591       | Metrology Technician I                                                 | 34.48            |
| 23592       | Metrology Technician II                                                | 36.16            |
| 23593       | Metrology Technician III                                               | 37.79            |
| 23640       | Millwright                                                             | 32.65            |
| 23710       | Office Appliance Repairer                                              | 24.24            |
| 23760       | Painter, Maintenance                                                   | 25.60            |
| 23790       | Pipefitter, Maintenance                                                | 32.10            |
| 23810       | Plumber, Maintenance                                                   | 30.53            |
| 23820       | Pneudraulic Systems Mechanic                                           | 32.65            |
| 23850       | Rigger                                                                 | 32.65            |
| 23870       | Scale Mechanic                                                         | 29.39            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 29.42            |
| 23910       | Small Engine Mechanic                                                  | 27.47            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23931       | Telecommunications Mechanic I                     | 38.32       |             |
| 23932       | Telecommunications Mechanic II                    | 40.19       |             |
| 23950       | Telephone Lineman                                 | 39.85       |             |
| 23960       | Welder, Combination, Maintenance                  | 29.42       |             |
| 23965       | Well Driller                                      | 32.65       |             |
| 23970       | Woodcraft Worker                                  | 32.65       |             |
| 23980       | Woodworker                                        | 26.26       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.97       |             |
| 24570       | Child Care Attendant                              | 16.21       | ***         |
| 24580       | Child Care Center Clerk                           | 20.22       |             |
| 24610       | Chore Aide                                        | 16.84       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.97       |             |
| 24630       | Homemaker                                         | 19.97       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 32.23       |             |
| 25040       | Sewage Plant Operator                             | 30.66       |             |
| 25070       | Stationary Engineer                               | 32.23       |             |
| 25190       | Ventilation Equipment Tender                      | 24.36       |             |
| 25210       | Water Treatment Plant Operator                    | 30.66       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 25.15       |             |
| 27007       | Baggage Inspector                                 | 19.26       |             |
| 27008       | Corrections Officer                               | 26.87       |             |
| 27010       | Court Security Officer                            | 25.91       |             |
| 27030       | Detection Dog Handler                             | 21.54       |             |
| 27040       | Detention Officer                                 | 26.87       |             |
| 27070       | Firefighter                                       | 23.93       |             |
| 27101       | Guard I                                           | 19.26       |             |
| 27102       | Guard II                                          | 21.54       |             |
| 27131       | Police Officer I                                  | 26.92       |             |
| 27132       | Police Officer II                                 | 29.74       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 15.97       | ***         |
| 28042       | Carnival Equipment Repairer                       | 16.92       | ***         |
| 28043       | Carnival Worker                                   | 13.21       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 19.97       |             |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28310       | Lifeguard                                      | 14.50 ***        |
| 28350       | Park Attendant (Aide)                          | 22.34            |
| 28510       | Recreation Aide/Health Facility Attendant      | 16.31 ***        |
| 28515       | Recreation Specialist                          | 27.68            |
| 28630       | Sports Official                                | 17.80            |
| 28690       | Swimming Pool Operator                         | 20.63            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 30.22            |
| 29020       | Hatch Tender                                   | 30.22            |
| 29030       | Line Handler                                   | 30.22            |
| 29041       | Stevedore I                                    | 29.23            |
| 29042       | Stevedore II                                   | 32.18            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 51.07 see 2      |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 35.22 see 2      |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 38.79 see 2      |
| 30021       | Archeological Technician I                     | 23.18            |
| 30022       | Archeological Technician II                    | 25.93            |
| 30023       | Archeological Technician III                   | 32.12            |
| 30030       | Cartographic Technician                        | 32.12            |
| 30040       | Civil Engineering Technician                   | 32.11            |
| 30051       | Cryogenic Technician I                         | 32.33            |
| 30052       | Cryogenic Technician II                        | 35.71            |
| 30061       | Drafter/CAD Operator I                         | 23.18            |
| 30062       | Drafter/CAD Operator II                        | 25.93            |
| 30063       | Drafter/CAD Operator III                       | 28.90            |
| 30064       | Drafter/CAD Operator IV                        | 35.57            |
| 30081       | Engineering Technician I                       | 19.95            |
| 30082       | Engineering Technician II                      | 22.39            |
| 30083       | Engineering Technician III                     | 25.04            |
| 30084       | Engineering Technician IV                      | 31.03            |
| 30085       | Engineering Technician V                       | 37.96            |
| 30086       | Engineering Technician VI                      | 45.92            |
| 30090       | Environmental Technician                       | 29.61            |
| 30095       | Evidence Control Specialist                    | 29.19            |
| 30210       | Laboratory Technician                          | 28.90            |
| 30221       | Latent Fingerprint Technician I                | 32.33            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30222       | Latent Fingerprint Technician II                         | 35.71            |
| 30240       | Mathematical Technician                                  | 32.58            |
| 30361       | Paralegal/Legal Assistant I                              | 23.53            |
| 30362       | Paralegal/Legal Assistant II                             | 29.15            |
| 30363       | Paralegal/Legal Assistant III                            | 35.66            |
| 30364       | Paralegal/Legal Assistant IV                             | 43.14            |
| 30375       | Petroleum Supply Specialist                              | 35.71            |
| 30390       | Photo-Optics Technician                                  | 32.12            |
| 30395       | Radiation Control Technician                             | 35.71            |
| 30461       | Technical Writer I                                       | 29.33            |
| 30462       | Technical Writer II                                      | 35.86            |
| 30463       | Technical Writer III                                     | 43.38            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 32.46            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 39.27            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 47.07            |
| 30494       | Unexploded (UXO) Safety Escort                           | 32.46            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 32.46            |
| 30501       | Weather Forecaster I                                     | 35.57            |
| 30502       | Weather Forecaster II                                    | 43.26            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 28.90 see 2      |
| 30621       | Weather Observer, Senior                                 | 32.12 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 39.27            |
| 31020       | Bus Aide                                                 | 16.96 ***        |
| 31030       | Bus Driver                                               | 21.76            |
| 31043       | Driver Courier                                           | 19.31            |
| 31260       | Parking and Lot Attendant                                | 15.46 ***        |
| 31290       | Shuttle Bus Driver                                       | 17.41 ***        |
| 31310       | Taxi Driver                                              | 15.09 ***        |
| 31361       | Truckdriver, Light                                       | 20.54            |
| 31362       | Truckdriver, Medium                                      | 21.76            |
| 31363       | Truckdriver, Heavy                                       | 27.70            |
| 31364       | Truckdriver, Tractor-Trailer                             | 27.70            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 19.15            |
| 99030       | Cashier                                                  | 15.21 ***        |
| 99050       | Desk Clerk                                               | 17.14 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99095       | Embalmer                        | 36.23       |             |
| 99130       | Flight Follower                 | 32.46       |             |
| 99251       | Laboratory Animal Caretaker I   | 19.66       |             |
| 99252       | Laboratory Animal Caretaker II  | 20.91       |             |
| 99260       | Marketing Analyst               | 35.09       |             |
| 99310       | Mortician                       | 36.23       |             |
| 99410       | Pest Controller                 | 24.99       |             |
| 99510       | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Recycling Laborer               | 22.59       |             |
| 99711       | Recycling Specialist            | 25.72       |             |
| 99730       | Refuse Collector                | 21.07       |             |
| 99810       | Sales Clerk                     | 16.27       | ***         |
| 99820       | School Crossing Guard           | 19.16       |             |
| 99830       | Survey Party Chief              | 31.64       |             |
| 99831       | Surveying Aide                  | 20.94       |             |
| 99832       | Surveying Technician            | 28.78       |             |
| 99840       | Vending Machine Attendant       | 23.38       |             |
| 99841       | Vending Machine Repairer        | 27.84       |             |
| 99842       | Vending Machine Repairer Helper | 23.38       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5765**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.



The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

This wage determination applies to the following towns in PLYMOUTH COUNTY: Abington, Halifax

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate Note</b> |
|-------------|-------------------------------------------------|------------------|
| 01000       | Administrative Support And Clerical Occupations |                  |
| 01011       | Accounting Clerk I                              | 21.80            |
| 01012       | Accounting Clerk II                             | 24.46            |
| 01013       | Accounting Clerk III                            | 27.36            |
| 01020       | Administrative Assistant                        | 37.16            |
| 01035       | Court Reporter                                  | 30.56            |
| 01041       | Customer Service Representative I               | 18.94            |
| 01042       | Customer Service Representative II              | 20.66            |
| 01043       | Customer Service Representative III             | 23.19            |
| 01051       | Data Entry Operator I                           | 21.02            |
| 01052       | Data Entry Operator II                          | 22.94            |
| 01060       | Dispatcher, Motor Vehicle                       | 25.30            |
| 01070       | Document Preparation Clerk                      | 22.60            |
| 01090       | Duplicating Machine Operator                    | 22.60            |
| 01111       | General Clerk I                                 | 19.28            |
| 01112       | General Clerk II                                | 21.04            |
| 01113       | General Clerk III                               | 23.61            |
| 01120       | Housing Referral Assistant                      | 28.21            |
| 01141       | Messenger Courier                               | 20.01            |
| 01191       | Order Clerk I                                   | 22.88            |
| 01192       | Order Clerk II                                  | 24.97            |
| 01261       | Personnel Assistant (Employment) I              | 22.63            |
| 01262       | Personnel Assistant (Employment) II             | 25.31            |
| 01263       | Personnel Assistant (Employment) III            | 28.22            |
| 01270       | Production Control Clerk                        | 28.85            |
| 01290       | Rental Clerk                                    | 21.07            |
| 01300       | Scheduler, Maintenance                          | 22.62            |
| 01311       | Secretary I                                     | 22.62            |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01312       | Secretary II                                 | 25.30       |             |
| 01313       | Secretary III                                | 28.21       |             |
| 01320       | Service Order Dispatcher                     | 22.62       |             |
| 01410       | Supply Technician                            | 37.16       |             |
| 01420       | Survey Worker                                | 24.15       |             |
| 01460       | Switchboard Operator/Receptionist            | 19.00       |             |
| 01531       | Travel Clerk I                               | 21.53       |             |
| 01532       | Travel Clerk II                              | 23.20       |             |
| 01533       | Travel Clerk III                             | 24.99       |             |
| 01611       | Word Processor I                             | 20.65       |             |
| 01612       | Word Processor II                            | 23.17       |             |
| 01613       | Word Processor III                           | 25.92       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 29.81       |             |
| 05010       | Automotive Electrician                       | 23.05       |             |
| 05040       | Automotive Glass Installer                   | 22.03       |             |
| 05070       | Automotive Worker                            | 22.03       |             |
| 05110       | Mobile Equipment Servicer                    | 19.96       |             |
| 05130       | Motor Equipment Metal Mechanic               | 24.06       |             |
| 05160       | Motor Equipment Metal Worker                 | 22.03       |             |
| 05190       | Motor Vehicle Mechanic                       | 24.06       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 18.77       |             |
| 05250       | Motor Vehicle Upholstery Worker              | 21.01       |             |
| 05280       | Motor Vehicle Wrecker                        | 22.03       |             |
| 05310       | Painter, Automotive                          | 23.05       |             |
| 05340       | Radiator Repair Specialist                   | 22.03       |             |
| 05370       | Tire Repairer                                | 17.29       | ***         |
| 05400       | Transmission Repair Specialist               | 24.06       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 18.37       |             |
| 07041       | Cook I                                       | 22.81       |             |
| 07042       | Cook II                                      | 25.17       |             |
| 07070       | Dishwasher                                   | 17.56       | ***         |
| 07130       | Food Service Worker                          | 17.65       | ***         |
| 07210       | Meat Cutter                                  | 23.47       |             |
| 07260       | Waiter/Waitress                              | 16.98       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate Note</b> |
|-------------|--------------------------------------------|------------------|
| 09010       | Electrostatic Spray Painter                | 23.31            |
| 09040       | Furniture Handler                          | 19.02            |
| 09080       | Furniture Refinisher                       | 27.80            |
| 09090       | Furniture Refinisher Helper                | 22.45            |
| 09110       | Furniture Repairer, Minor                  | 25.27            |
| 09130       | Upholsterer                                | 23.12            |
| 11000       | General Services And Support Occupations   |                  |
| 11030       | Cleaner, Vehicles                          | 17.82            |
| 11060       | Elevator Operator                          | 18.76            |
| 11090       | Gardener                                   | 27.82            |
| 11122       | Housekeeping Aide                          | 19.20            |
| 11150       | Janitor                                    | 19.20            |
| 11210       | Laborer, Grounds Maintenance               | 22.51            |
| 11240       | Maid or Houseman                           | 18.60            |
| 11260       | Pruner                                     | 20.87            |
| 11270       | Tractor Operator                           | 26.15            |
| 11330       | Trail Maintenance Worker                   | 22.51            |
| 11360       | Window Cleaner                             | 20.71            |
| 12000       | Health Occupations                         |                  |
| 12010       | Ambulance Driver                           | 22.45            |
| 12011       | Breath Alcohol Technician                  | 31.11            |
| 12012       | Certified Occupational Therapist Assistant | 36.24            |
| 12015       | Certified Physical Therapist Assistant     | 37.07            |
| 12020       | Dental Assistant                           | 29.22            |
| 12025       | Dental Hygienist                           | 48.88            |
| 12030       | EKG Technician                             | 44.61            |
| 12035       | Electroneurodiagnostic Technologist        | 44.61            |
| 12040       | Emergency Medical Technician               | 22.45            |
| 12071       | Licensed Practical Nurse I                 | 27.82            |
| 12072       | Licensed Practical Nurse II                | 31.11            |
| 12073       | Licensed Practical Nurse III               | 34.68            |
| 12100       | Medical Assistant                          | 23.06            |
| 12130       | Medical Laboratory Technician              | 31.64            |
| 12160       | Medical Record Clerk                       | 25.23            |
| 12190       | Medical Record Technician                  | 28.47            |
| 12195       | Medical Transcriptionist                   | 23.14            |
| 12210       | Nuclear Medicine Technologist              | 49.24            |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12221       | Nursing Assistant I                                  | 15.38       | ***         |
| 12222       | Nursing Assistant II                                 | 17.29       | ***         |
| 12223       | Nursing Assistant III                                | 18.86       |             |
| 12224       | Nursing Assistant IV                                 | 21.19       |             |
| 12235       | Optical Dispenser                                    | 30.70       |             |
| 12236       | Optical Technician                                   | 23.75       |             |
| 12250       | Pharmacy Technician                                  | 22.05       |             |
| 12280       | Phlebotomist                                         | 23.28       |             |
| 12305       | Radiologic Technologist                              | 43.96       |             |
| 12311       | Registered Nurse I                                   | 31.18       |             |
| 12312       | Registered Nurse II                                  | 40.19       |             |
| 12313       | Registered Nurse II, Specialist                      | 40.19       |             |
| 12314       | Registered Nurse III                                 | 48.63       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 48.63       |             |
| 12316       | Registered Nurse IV                                  | 58.29       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 38.56       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 27.67       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 22.17       |             |
| 13012       | Exhibits Specialist II                               | 27.46       |             |
| 13013       | Exhibits Specialist III                              | 33.59       |             |
| 13041       | Illustrator I                                        | 24.09       |             |
| 13042       | Illustrator II                                       | 29.83       |             |
| 13043       | Illustrator III                                      | 36.50       |             |
| 13047       | Librarian                                            | 37.64       |             |
| 13050       | Library Aide/Clerk                                   | 21.19       |             |
| 13054       | Library Information Technology Systems Administrator | 33.99       |             |
| 13058       | Library Technician                                   | 24.30       |             |
| 13061       | Media Specialist I                                   | 24.53       |             |
| 13062       | Media Specialist II                                  | 27.43       |             |
| 13063       | Media Specialist III                                 | 30.58       |             |
| 13071       | Photographer I                                       | 21.97       |             |
| 13072       | Photographer II                                      | 24.57       |             |
| 13073       | Photographer III                                     | 30.44       |             |
| 13074       | Photographer IV                                      | 37.24       |             |
| 13075       | Photographer V                                       | 45.05       |             |
| 13090       | Technical Order Library Clerk                        | 26.60       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13110       | Video Teleconference Technician                         | 29.82       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 27.14       |             |
| 14042       | Computer Operator II                                    | 30.35       |             |
| 14043       | Computer Operator III                                   | 33.85       |             |
| 14044       | Computer Operator IV                                    | 37.61       |             |
| 14045       | Computer Operator V                                     | 41.65       |             |
| 14071       | Computer Programmer I                                   |             | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 27.14       |             |
| 14160       | Personal Computer Support Technician                    | 37.61       |             |
| 14170       | System Support Specialist                               | 43.21       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 37.31       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 45.14       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 54.10       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 37.31       |             |
| 15060       | Educational Technologist                                | 41.87       |             |
| 15070       | Flight Instructor (Pilot)                               | 54.10       |             |
| 15080       | Graphic Artist                                          | 35.24       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 54.10       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 54.10       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 54.10       |             |
| 15090       | Technical Instructor                                    | 30.03       |             |
| 15095       | Technical Instructor/Course Developer                   | 36.73       |             |
| 15110       | Test Proctor                                            | 24.23       |             |
| 15120       | Tutor                                                   | 24.23       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 17.31       | ***         |
| 16030       | Counter Attendant                                       | 17.31       | ***         |
| 16040       | Dry Cleaner                                             | 19.77       |             |
| 16070       | Finisher, Flatwork, Machine                             | 17.31       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16090       | Presser, Hand                                     | 17.31       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 17.31       | ***         |
| 16130       | Presser, Machine, Shirts                          | 17.31       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 17.31       | ***         |
| 16190       | Sewing Machine Operator                           | 20.60       |             |
| 16220       | Tailor                                            | 21.42       |             |
| 16250       | Washer, Machine                                   | 18.13       |             |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 30.69       |             |
| 19040       | Tool And Die Maker                                | 35.87       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 23.16       |             |
| 21030       | Material Coordinator                              | 28.85       |             |
| 21040       | Material Expediter                                | 28.85       |             |
| 21050       | Material Handling Laborer                         | 21.14       |             |
| 21071       | Order Filler                                      | 18.06       |             |
| 21080       | Production Line Worker (Food Processing)          | 23.16       |             |
| 21110       | Shipping Packer                                   | 22.44       |             |
| 21130       | Shipping/Receiving Clerk                          | 22.44       |             |
| 21140       | Store Worker I                                    | 17.09       | ***         |
| 21150       | Stock Clerk                                       | 21.47       |             |
| 21210       | Tools And Parts Attendant                         | 23.16       |             |
| 21410       | Warehouse Specialist                              | 23.16       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 42.05       |             |
| 23019       | Aircraft Logs and Records Technician              | 35.30       |             |
| 23021       | Aircraft Mechanic I                               | 40.42       |             |
| 23022       | Aircraft Mechanic II                              | 42.05       |             |
| 23023       | Aircraft Mechanic III                             | 43.73       |             |
| 23040       | Aircraft Mechanic Helper                          | 31.53       |             |
| 23050       | Aircraft, Painter                                 | 38.72       |             |
| 23060       | Aircraft Servicer                                 | 35.30       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 38.72       |             |
| 23080       | Aircraft Worker                                   | 37.02       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 37.02       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 40.42       |             |
| 23110       | Appliance Mechanic                                | 27.97       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23120       | Bicycle Repairer                                                       | 19.79            |
| 23125       | Cable Splicer                                                          | 49.93            |
| 23130       | Carpenter, Maintenance                                                 | 33.94            |
| 23140       | Carpet Layer                                                           | 35.29            |
| 23160       | Electrician, Maintenance                                               | 39.17            |
| 23181       | Electronics Technician Maintenance I                                   | 32.91            |
| 23182       | Electronics Technician Maintenance II                                  | 34.44            |
| 23183       | Electronics Technician Maintenance III                                 | 35.95            |
| 23260       | Fabric Worker                                                          | 32.27            |
| 23290       | Fire Alarm System Mechanic                                             | 35.08            |
| 23310       | Fire Extinguisher Repairer                                             | 30.66            |
| 23311       | Fuel Distribution System Mechanic                                      | 39.95            |
| 23312       | Fuel Distribution System Operator                                      | 33.15            |
| 23370       | General Maintenance Worker                                             | 27.15            |
| 23380       | Ground Support Equipment Mechanic                                      | 40.42            |
| 23381       | Ground Support Equipment Servicer                                      | 35.30            |
| 23382       | Ground Support Equipment Worker                                        | 37.02            |
| 23391       | Gunsmith I                                                             | 30.66            |
| 23392       | Gunsmith II                                                            | 33.84            |
| 23393       | Gunsmith III                                                           | 36.95            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 36.42            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 37.89            |
| 23430       | Heavy Equipment Mechanic                                               | 37.32            |
| 23440       | Heavy Equipment Operator                                               | 34.81            |
| 23460       | Instrument Mechanic                                                    | 32.46            |
| 23465       | Laboratory/Shelter Mechanic                                            | 35.40            |
| 23470       | Laborer                                                                | 21.14            |
| 23510       | Locksmith                                                              | 29.43            |
| 23530       | Machinery Maintenance Mechanic                                         | 34.80            |
| 23550       | Machinist, Maintenance                                                 | 29.64            |
| 23580       | Maintenance Trades Helper                                              | 21.55            |
| 23591       | Metrology Technician I                                                 | 32.46            |
| 23592       | Metrology Technician II                                                | 33.77            |
| 23593       | Metrology Technician III                                               | 35.12            |
| 23640       | Millwright                                                             | 34.24            |
| 23710       | Office Appliance Repairer                                              | 26.96            |
| 23760       | Painter, Maintenance                                                   | 27.67            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate Note</b> |
|-----------------------------------------------|---------------------------------------------------|------------------|
| 23790                                         | Pipefitter, Maintenance                           | 43.19            |
| 23810                                         | Plumber, Maintenance                              | 41.37            |
| 23820                                         | Pneudraulic Systems Mechanic                      | 36.95            |
| 23850                                         | Rigger                                            | 37.04            |
| 23870                                         | Scale Mechanic                                    | 33.84            |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 35.54            |
| 23910                                         | Small Engine Mechanic                             | 26.31            |
| 23931                                         | Telecommunications Mechanic I                     | 37.51            |
| 23932                                         | Telecommunications Mechanic II                    | 39.56            |
| 23950                                         | Telephone Lineman                                 | 47.72            |
| 23960                                         | Welder, Combination, Maintenance                  | 28.57            |
| 23965                                         | Well Driller                                      | 38.14            |
| 23970                                         | Woodcraft Worker                                  | 36.95            |
| 23980                                         | Woodworker                                        | 30.66            |
| 24000 Personal Needs Occupations              |                                                   |                  |
| 24550                                         | Case Manager                                      | 20.21            |
| 24570                                         | Child Care Attendant                              | 18.19            |
| 24580                                         | Child Care Center Clerk                           | 22.68            |
| 24610                                         | Chore Aide                                        | 18.00            |
| 24620                                         | Family Readiness And Support Services Coordinator | 20.21            |
| 24630                                         | Homemaker                                         | 21.25            |
| 25000 Plant And System Operations Occupations |                                                   |                  |
| 25010                                         | Boiler Tender                                     | 37.68            |
| 25040                                         | Sewage Plant Operator                             | 31.91            |
| 25070                                         | Stationary Engineer                               | 37.68            |
| 25190                                         | Ventilation Equipment Tender                      | 29.39            |
| 25210                                         | Water Treatment Plant Operator                    | 31.91            |
| 27000 Protective Service Occupations          |                                                   |                  |
| 27004                                         | Alarm Monitor                                     | 27.73            |
| 27007                                         | Baggage Inspector                                 | 19.84            |
| 27008                                         | Corrections Officer                               | 39.37            |
| 27010                                         | Court Security Officer                            | 37.27            |
| 27030                                         | Detection Dog Handler                             | 22.19            |
| 27040                                         | Detention Officer                                 | 39.37            |
| 27070                                         | Firefighter                                       | 34.73            |
| 27101                                         | Guard I                                           | 19.84            |
| 27102                                         | Guard II                                          | 22.19            |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 27131       | Police Officer I                               | 33.25            |
| 27132       | Police Officer II                              | 36.96            |
| 28000       | Recreation Occupations                         |                  |
| 28041       | Carnival Equipment Operator                    | 20.21            |
| 28042       | Carnival Equipment Repairer                    | 21.50            |
| 28043       | Carnival Worker                                | 16.13 ***        |
| 28210       | Gate Attendant/Gate Tender                     | 21.92            |
| 28310       | Lifeguard                                      | 17.00 ***        |
| 28350       | Park Attendant (Aide)                          | 24.52            |
| 28510       | Recreation Aide/Health Facility Attendant      | 17.90            |
| 28515       | Recreation Specialist                          | 30.38            |
| 28630       | Sports Official                                | 19.53            |
| 28690       | Swimming Pool Operator                         | 23.73            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 36.09            |
| 29020       | Hatch Tender                                   | 36.09            |
| 29030       | Line Handler                                   | 36.09            |
| 29041       | Stevedore I                                    | 34.41            |
| 29042       | Stevedore II                                   | 37.75            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 51.07 see 2      |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 35.22 see 2      |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 38.79 see 2      |
| 30021       | Archeological Technician I                     | 22.53            |
| 30022       | Archeological Technician II                    | 25.20            |
| 30023       | Archeological Technician III                   | 31.23            |
| 30030       | Cartographic Technician                        | 31.23            |
| 30040       | Civil Engineering Technician                   | 31.25            |
| 30051       | Cryogenic Technician I                         | 34.39            |
| 30052       | Cryogenic Technician II                        | 37.97            |
| 30061       | Drafter/CAD Operator I                         | 22.53            |
| 30062       | Drafter/CAD Operator II                        | 25.20            |
| 30063       | Drafter/CAD Operator III                       | 28.10            |
| 30064       | Drafter/CAD Operator IV                        | 34.58            |
| 30081       | Engineering Technician I                       | 20.27            |
| 30082       | Engineering Technician II                      | 22.74            |
| 30083       | Engineering Technician III                     | 25.44            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30084       | Engineering Technician IV                                | 31.52            |
| 30085       | Engineering Technician V                                 | 38.56            |
| 30086       | Engineering Technician VI                                | 46.65            |
| 30090       | Environmental Technician                                 | 29.28            |
| 30095       | Evidence Control Specialist                              | 31.05            |
| 30210       | Laboratory Technician                                    | 29.60            |
| 30221       | Latent Fingerprint Technician I                          | 37.06            |
| 30222       | Latent Fingerprint Technician II                         | 40.94            |
| 30240       | Mathematical Technician                                  | 39.51            |
| 30361       | Paralegal/Legal Assistant I                              | 22.87            |
| 30362       | Paralegal/Legal Assistant II                             | 28.33            |
| 30363       | Paralegal/Legal Assistant III                            | 34.66            |
| 30364       | Paralegal/Legal Assistant IV                             | 41.93            |
| 30375       | Petroleum Supply Specialist                              | 37.97            |
| 30390       | Photo-Optics Technician                                  | 31.23            |
| 30395       | Radiation Control Technician                             | 37.97            |
| 30461       | Technical Writer I                                       | 33.39            |
| 30462       | Technical Writer II                                      | 40.83            |
| 30463       | Technical Writer III                                     | 49.40            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 32.46            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 39.27            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 47.07            |
| 30494       | Unexploded (UXO) Safety Escort                           | 32.46            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 32.46            |
| 30501       | Weather Forecaster I                                     | 34.58            |
| 30502       | Weather Forecaster II                                    | 42.06            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 28.10 see 2      |
| 30621       | Weather Observer, Senior                                 | 31.23 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 39.27            |
| 31020       | Bus Aide                                                 | 22.58            |
| 31030       | Bus Driver                                               | 29.37            |
| 31043       | Driver Courier                                           | 21.04            |
| 31260       | Parking and Lot Attendant                                | 17.10 ***        |
| 31290       | Shuttle Bus Driver                                       | 19.46            |
| 31310       | Taxi Driver                                              | 16.57 ***        |
| 31361       | Truckdriver, Light                                       | 22.38            |

| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 31362       | Truckdriver, Medium             | 23.55            |
| 31363       | Truckdriver, Heavy              | 28.81            |
| 31364       | Truckdriver, Tractor-Trailer    | 28.81            |
| 99000       | Miscellaneous Occupations       |                  |
| 99020       | Cabin Safety Specialist         | 19.15            |
| 99030       | Cashier                         | 16.42 ***        |
| 99050       | Desk Clerk                      | 18.01            |
| 99095       | Embalmer                        | 40.21            |
| 99130       | Flight Follower                 | 32.46            |
| 99251       | Laboratory Animal Caretaker I   | 21.50            |
| 99252       | Laboratory Animal Caretaker II  | 22.87            |
| 99260       | Marketing Analyst               | 39.73            |
| 99310       | Mortician                       | 40.21            |
| 99410       | Pest Controller                 | 23.66            |
| 99510       | Photofinishing Worker           | 20.42            |
| 99710       | Recycling Laborer               | 28.69            |
| 99711       | Recycling Specialist            | 33.32            |
| 99730       | Refuse Collector                | 26.46            |
| 99810       | Sales Clerk                     | 17.39 ***        |
| 99820       | School Crossing Guard           | 18.03            |
| 99830       | Survey Party Chief              | 31.86            |
| 99831       | Surveying Aide                  | 22.66            |
| 99832       | Surveying Technician            | 28.97            |
| 99840       | Vending Machine Attendant       | 19.23            |
| 99841       | Vending Machine Repairer        | 22.61            |
| 99842       | Vending Machine Repairer Helper | 19.23            |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all

occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5767**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.



If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Kansas

Area: Kansas Counties of Anderson, Franklin

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.87       | ***         |
| 01012       | Accounting Clerk II                             | 18.93       |             |
| 01013       | Accounting Clerk III                            | 21.17       |             |
| 01020       | Administrative Assistant                        | 25.00       |             |
| 01035       | Court Reporter                                  | 32.46       |             |
| 01041       | Customer Service Representative I               | 15.32       | ***         |
| 01042       | Customer Service Representative II              | 16.72       | ***         |
| 01043       | Customer Service Representative III             | 18.76       |             |
| 01051       | Data Entry Operator I                           | 14.33       | ***         |
| 01052       | Data Entry Operator II                          | 15.64       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.35       |             |
| 01070       | Document Preparation Clerk                      | 14.75       | ***         |
| 01090       | Duplicating Machine Operator                    | 14.75       | ***         |
| 01111       | General Clerk I                                 | 13.32       | ***         |
| 01112       | General Clerk II                                | 14.53       | ***         |
| 01113       | General Clerk III                               | 16.31       | ***         |
| 01120       | Housing Referral Assistant                      | 21.07       |             |
| 01141       | Messenger Courier                               | 13.94       | ***         |
| 01191       | Order Clerk I                                   | 16.84       | ***         |
| 01192       | Order Clerk II                                  | 18.38       |             |
| 01261       | Personnel Assistant (Employment) I              | 19.13       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01262       | Personnel Assistant (Employment) II      | 21.40       |             |
| 01263       | Personnel Assistant (Employment) III     | 23.86       |             |
| 01270       | Production Control Clerk                 | 23.71       |             |
| 01290       | Rental Clerk                             | 17.29       | ***         |
| 01300       | Scheduler, Maintenance                   | 16.89       | ***         |
| 01311       | Secretary I                              | 16.89       | ***         |
| 01312       | Secretary II                             | 18.89       |             |
| 01313       | Secretary III                            | 21.07       |             |
| 01320       | Service Order Dispatcher                 | 21.18       |             |
| 01410       | Supply Technician                        | 25.40       |             |
| 01420       | Survey Worker                            | 17.02       | ***         |
| 01460       | Switchboard Operator/Receptionist        | 14.90       | ***         |
| 01531       | Travel Clerk I                           | 15.05       | ***         |
| 01532       | Travel Clerk II                          | 16.46       | ***         |
| 01533       | Travel Clerk III                         | 17.57       | ***         |
| 01611       | Word Processor I                         | 15.05       | ***         |
| 01612       | Word Processor II                        | 16.89       | ***         |
| 01613       | Word Processor III                       | 18.89       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.30       |             |
| 05010       | Automotive Electrician                   | 19.48       |             |
| 05040       | Automotive Glass Installer               | 18.59       |             |
| 05070       | Automotive Worker                        | 18.59       |             |
| 05110       | Mobile Equipment Servicer                | 16.51       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 20.43       |             |
| 05160       | Motor Equipment Metal Worker             | 18.59       |             |
| 05190       | Motor Vehicle Mechanic                   | 21.70       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 15.47       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 17.54       | ***         |
| 05280       | Motor Vehicle Wrecker                    | 18.59       |             |
| 05310       | Painter, Automotive                      | 19.48       |             |
| 05340       | Radiator Repair Specialist               | 18.59       |             |
| 05370       | Tire Repairer                            | 17.59       | ***         |
| 05400       | Transmission Repair Specialist           | 20.43       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 14.52       | ***         |
| 07041       | Cook I                                   | 13.94       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 15.91       | ***         |
| 07070       | Dishwasher                                   | 10.56       | ***         |
| 07130       | Food Service Worker                          | 12.16       | ***         |
| 07210       | Meat Cutter                                  | 17.03       | ***         |
| 07260       | Waiter/Waitress                              | 11.22       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.23       |             |
| 09040       | Furniture Handler                            | 15.75       | ***         |
| 09080       | Furniture Refinisher                         | 21.23       |             |
| 09090       | Furniture Refinisher Helper                  | 17.01       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.27       |             |
| 09130       | Upholsterer                                  | 18.16       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.23       | ***         |
| 11060       | Elevator Operator                            | 14.12       | ***         |
| 11090       | Gardener                                     | 19.83       |             |
| 11122       | Housekeeping Aide                            | 14.12       | ***         |
| 11150       | Janitor                                      | 14.12       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 15.49       | ***         |
| 11240       | Maid or Houseman                             | 13.01       | ***         |
| 11260       | Pruner                                       | 14.22       | ***         |
| 11270       | Tractor Operator                             | 18.37       |             |
| 11330       | Trail Maintenance Worker                     | 15.49       | ***         |
| 11360       | Window Cleaner                               | 15.55       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 17.12       | ***         |
| 12011       | Breath Alcohol Technician                    | 22.12       |             |
| 12012       | Certified Occupational Therapist Assistant   | 30.17       |             |
| 12015       | Certified Physical Therapist Assistant       | 29.14       |             |
| 12020       | Dental Assistant                             | 19.35       |             |
| 12025       | Dental Hygienist                             | 37.03       |             |
| 12030       | EKG Technician                               | 29.13       |             |
| 12035       | Electroneurodiagnostic Technologist          | 29.13       |             |
| 12040       | Emergency Medical Technician                 | 17.12       | ***         |
| 12071       | Licensed Practical Nurse I                   | 19.78       |             |
| 12072       | Licensed Practical Nurse II                  | 22.12       |             |
| 12073       | Licensed Practical Nurse III                 | 24.67       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 17.27       | ***         |
| 12130       | Medical Laboratory Technician                        | 27.81       |             |
| 12160       | Medical Record Clerk                                 | 16.90       | ***         |
| 12190       | Medical Record Technician                            | 18.90       |             |
| 12195       | Medical Transcriptionist                             | 18.85       |             |
| 12210       | Nuclear Medicine Technologist                        | 39.12       |             |
| 12221       | Nursing Assistant I                                  | 13.42       | ***         |
| 12222       | Nursing Assistant II                                 | 15.10       | ***         |
| 12223       | Nursing Assistant III                                | 16.48       | ***         |
| 12224       | Nursing Assistant IV                                 | 18.49       |             |
| 12235       | Optical Dispenser                                    | 16.70       | ***         |
| 12236       | Optical Technician                                   | 19.78       |             |
| 12250       | Pharmacy Technician                                  | 17.68       | ***         |
| 12280       | Phlebotomist                                         | 16.03       | ***         |
| 12305       | Radiologic Technologist                              | 30.39       |             |
| 12311       | Registered Nurse I                                   | 26.66       |             |
| 12312       | Registered Nurse II                                  | 32.61       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.61       |             |
| 12314       | Registered Nurse III                                 | 39.45       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.45       |             |
| 12316       | Registered Nurse IV                                  | 47.28       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 27.41       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.28       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.11       |             |
| 13012       | Exhibits Specialist II                               | 27.35       |             |
| 13013       | Exhibits Specialist III                              | 29.94       |             |
| 13041       | Illustrator I                                        | 18.65       |             |
| 13042       | Illustrator II                                       | 22.33       |             |
| 13043       | Illustrator III                                      | 27.90       |             |
| 13047       | Librarian                                            | 30.95       |             |
| 13050       | Library Aide/Clerk                                   | 11.43       | ***         |
| 13054       | Library Information Technology Systems Administrator | 23.49       |             |
| 13058       | Library Technician                                   | 17.80       |             |
| 13061       | Media Specialist I                                   | 17.03       | ***         |
| 13062       | Media Specialist II                                  | 19.04       |             |
| 13063       | Media Specialist III                                 | 21.24       |             |

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 17.20       | ***         |
| 13072       | Photographer II                                 | 19.24       |             |
| 13073       | Photographer III                                | 23.84       |             |
| 13074       | Photographer IV                                 | 29.17       |             |
| 13075       | Photographer V                                  | 35.29       |             |
| 13090       | Technical Order Library Clerk                   | 15.49       | ***         |
| 13110       | Video Teleconference Technician                 | 19.70       |             |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 18.44       |             |
| 14042       | Computer Operator II                            | 20.61       |             |
| 14043       | Computer Operator III                           | 22.98       |             |
| 14044       | Computer Operator IV                            | 25.83       |             |
| 14045       | Computer Operator V                             | 28.28       |             |
| 14071       | Computer Programmer I                           | 23.23       | see 1       |
| 14072       | Computer Programmer II                          |             | see 1       |
| 14073       | Computer Programmer III                         |             | see 1       |
| 14074       | Computer Programmer IV                          |             | see 1       |
| 14101       | Computer Systems Analyst I                      |             | see 1       |
| 14102       | Computer Systems Analyst II                     |             | see 1       |
| 14103       | Computer Systems Analyst III                    |             | see 1       |
| 14150       | Peripheral Equipment Operator                   | 18.44       |             |
| 14160       | Personal Computer Support Technician            | 25.83       |             |
| 14170       | System Support Specialist                       | 28.39       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 33.55       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 40.59       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 48.66       |             |
| 15050       | Computer Based Training Specialist / Instructor | 33.55       |             |
| 15060       | Educational Technologist                        | 29.15       |             |
| 15070       | Flight Instructor (Pilot)                       | 48.66       |             |
| 15080       | Graphic Artist                                  | 25.30       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 48.66       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 48.66       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 48.66       |             |
| 15090       | Technical Instructor                            | 21.79       |             |
| 15095       | Technical Instructor/Course Developer           | 26.65       |             |
| 15110       | Test Proctor                                    | 17.58       | ***         |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15120       | Tutor                                                   | 17.58       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.96       | ***         |
| 16030       | Counter Attendant                                       | 10.96       | ***         |
| 16040       | Dry Cleaner                                             | 13.84       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 10.96       | ***         |
| 16090       | Presser, Hand                                           | 10.96       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 10.96       | ***         |
| 16130       | Presser, Machine, Shirts                                | 10.96       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 10.96       | ***         |
| 16190       | Sewing Machine Operator                                 | 14.71       | ***         |
| 16220       | Tailor                                                  | 15.59       | ***         |
| 16250       | Washer, Machine                                         | 11.91       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 21.23       |             |
| 19040       | Tool And Die Maker                                      | 27.26       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.85       |             |
| 21030       | Material Coordinator                                    | 23.71       |             |
| 21040       | Material Expediter                                      | 23.71       |             |
| 21050       | Material Handling Laborer                               | 17.64       | ***         |
| 21071       | Order Filler                                            | 15.82       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.85       |             |
| 21110       | Shipping Packer                                         | 18.29       |             |
| 21130       | Shipping/Receiving Clerk                                | 18.29       |             |
| 21140       | Store Worker I                                          | 16.24       | ***         |
| 21150       | Stock Clerk                                             | 21.77       |             |
| 21210       | Tools And Parts Attendant                               | 20.85       |             |
| 21410       | Warehouse Specialist                                    | 20.85       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 33.28       |             |
| 23019       | Aircraft Logs and Records Technician                    | 26.91       |             |
| 23021       | Aircraft Mechanic I                                     | 31.81       |             |
| 23022       | Aircraft Mechanic II                                    | 33.28       |             |
| 23023       | Aircraft Mechanic III                                   | 34.58       |             |
| 23040       | Aircraft Mechanic Helper                                | 23.27       |             |
| 23050       | Aircraft, Painter                                       | 30.32       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23060       | Aircraft Servicer                                                      | 26.91       |             |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 30.32       |             |
| 23080       | Aircraft Worker                                                        | 28.63       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 28.63       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 31.81       |             |
| 23110       | Appliance Mechanic                                                     | 23.25       |             |
| 23120       | Bicycle Repairer                                                       | 21.68       |             |
| 23125       | Cable Splicer                                                          | 47.28       |             |
| 23130       | Carpenter, Maintenance                                                 | 23.76       |             |
| 23140       | Carpet Layer                                                           | 25.78       |             |
| 23160       | Electrician, Maintenance                                               | 29.98       |             |
| 23181       | Electronics Technician Maintenance I                                   | 29.83       |             |
| 23182       | Electronics Technician Maintenance II                                  | 31.61       |             |
| 23183       | Electronics Technician Maintenance III                                 | 33.16       |             |
| 23260       | Fabric Worker                                                          | 23.26       |             |
| 23290       | Fire Alarm System Mechanic                                             | 22.85       |             |
| 23310       | Fire Extinguisher Repairer                                             | 21.68       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 33.79       |             |
| 23312       | Fuel Distribution System Operator                                      | 26.50       |             |
| 23370       | General Maintenance Worker                                             | 20.36       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 31.81       |             |
| 23381       | Ground Support Equipment Servicer                                      | 26.91       |             |
| 23382       | Ground Support Equipment Worker                                        | 28.63       |             |
| 23391       | Gunsmith I                                                             | 21.68       |             |
| 23392       | Gunsmith II                                                            | 24.75       |             |
| 23393       | Gunsmith III                                                           | 27.51       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.21       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.28       |             |
| 23430       | Heavy Equipment Mechanic                                               | 26.91       |             |
| 23440       | Heavy Equipment Operator                                               | 23.00       |             |
| 23460       | Instrument Mechanic                                                    | 25.35       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.23       |             |
| 23470       | Laborer                                                                | 17.64       | ***         |
| 23510       | Locksmith                                                              | 26.23       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 27.82       |             |
| 23550       | Machinist, Maintenance                                                 | 22.37       |             |
| 23580       | Maintenance Trades Helper                                              | 16.31       | ***         |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23591                                         | Metrology Technician I                            | 25.35       |             |
| 23592                                         | Metrology Technician II                           | 26.54       |             |
| 23593                                         | Metrology Technician III                          | 27.58       |             |
| 23640                                         | Millwright                                        | 25.77       |             |
| 23710                                         | Office Appliance Repairer                         | 21.38       |             |
| 23760                                         | Painter, Maintenance                              | 21.23       |             |
| 23790                                         | Pipefitter, Maintenance                           | 27.67       |             |
| 23810                                         | Plumber, Maintenance                              | 24.62       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 27.51       |             |
| 23850                                         | Rigger                                            | 27.51       |             |
| 23870                                         | Scale Mechanic                                    | 24.75       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 26.89       |             |
| 23910                                         | Small Engine Mechanic                             | 21.10       |             |
| 23931                                         | Telecommunications Mechanic I                     | 29.32       |             |
| 23932                                         | Telecommunications Mechanic II                    | 30.67       |             |
| 23950                                         | Telephone Lineman                                 | 31.09       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 22.97       |             |
| 23965                                         | Well Driller                                      | 27.51       |             |
| 23970                                         | Woodcraft Worker                                  | 27.51       |             |
| 23980                                         | Woodworker                                        | 21.68       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 17.19       | ***         |
| 24570                                         | Child Care Attendant                              | 11.20       | ***         |
| 24580                                         | Child Care Center Clerk                           | 14.51       | ***         |
| 24610                                         | Chore Aide                                        | 12.46       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 17.19       | ***         |
| 24630                                         | Homemaker                                         | 17.19       | ***         |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 27.68       |             |
| 25040                                         | Sewage Plant Operator                             | 22.00       |             |
| 25070                                         | Stationary Engineer                               | 27.68       |             |
| 25190                                         | Ventilation Equipment Tender                      | 18.85       |             |
| 25210                                         | Water Treatment Plant Operator                    | 22.00       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 17.60       | ***         |
| 27007                                         | Baggage Inspector                                 | 16.36       | ***         |
| 27008                                         | Corrections Officer                               | 18.89       |             |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27010       | Court Security Officer                         | 20.41       |             |
| 27030       | Detection Dog Handler                          | 18.30       |             |
| 27040       | Detention Officer                              | 18.89       |             |
| 27070       | Firefighter                                    | 21.35       |             |
| 27101       | Guard I                                        | 16.36       | ***         |
| 27102       | Guard II                                       | 18.30       |             |
| 27131       | Police Officer I                               | 22.13       |             |
| 27132       | Police Officer II                              | 24.59       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 13.59       | ***         |
| 28042       | Carnival Equipment Repairer                    | 14.68       | ***         |
| 28043       | Carnival Worker                                | 10.41       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 16.46       | ***         |
| 28310       | Lifeguard                                      | 12.47       | ***         |
| 28350       | Park Attendant (Aide)                          | 18.41       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 13.44       | ***         |
| 28515       | Recreation Specialist                          | 22.08       |             |
| 28630       | Sports Official                                | 14.66       | ***         |
| 28690       | Swimming Pool Operator                         | 19.20       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 30.24       |             |
| 29020       | Hatch Tender                                   | 30.24       |             |
| 29030       | Line Handler                                   | 30.24       |             |
| 29041       | Stevedore I                                    | 28.41       |             |
| 29042       | Stevedore II                                   | 32.01       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.92       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.67       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.87       | see 2       |
| 30021       | Archeological Technician I                     | 19.24       |             |
| 30022       | Archeological Technician II                    | 21.52       |             |
| 30023       | Archeological Technician III                   | 26.67       |             |
| 30030       | Cartographic Technician                        | 26.67       |             |
| 30040       | Civil Engineering Technician                   | 25.17       |             |
| 30051       | Cryogenic Technician I                         | 29.53       |             |
| 30052       | Cryogenic Technician II                        | 32.62       |             |
| 30061       | Drafter/CAD Operator I                         | 19.24       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30062       | Drafter/CAD Operator II                                  | 21.52            |
| 30063       | Drafter/CAD Operator III                                 | 24.00            |
| 30064       | Drafter/CAD Operator IV                                  | 29.53            |
| 30081       | Engineering Technician I                                 | 17.61 ***        |
| 30082       | Engineering Technician II                                | 20.25            |
| 30083       | Engineering Technician III                               | 22.65            |
| 30084       | Engineering Technician IV                                | 27.41            |
| 30085       | Engineering Technician V                                 | 33.52            |
| 30086       | Engineering Technician VI                                | 40.55            |
| 30090       | Environmental Technician                                 | 26.62            |
| 30095       | Evidence Control Specialist                              | 26.67            |
| 30210       | Laboratory Technician                                    | 23.21            |
| 30221       | Latent Fingerprint Technician I                          | 26.05            |
| 30222       | Latent Fingerprint Technician II                         | 28.78            |
| 30240       | Mathematical Technician                                  | 26.67            |
| 30361       | Paralegal/Legal Assistant I                              | 20.80            |
| 30362       | Paralegal/Legal Assistant II                             | 26.37            |
| 30363       | Paralegal/Legal Assistant III                            | 32.26            |
| 30364       | Paralegal/Legal Assistant IV                             | 39.03            |
| 30375       | Petroleum Supply Specialist                              | 32.62            |
| 30390       | Photo-Optics Technician                                  | 26.67            |
| 30395       | Radiation Control Technician                             | 32.62            |
| 30461       | Technical Writer I                                       | 26.59            |
| 30462       | Technical Writer II                                      | 32.53            |
| 30463       | Technical Writer III                                     | 39.35            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.18            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.31            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.32            |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.18            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.18            |
| 30501       | Weather Forecaster I                                     | 29.53            |
| 30502       | Weather Forecaster II                                    | 35.92            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.00 see 2      |
| 30621       | Weather Observer, Senior                                 | 26.67 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 35.31            |
| 31020       | Bus Aide                                                 | 12.37 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 17.28       | ***         |
| 31043       | Driver Courier                  | 16.81       | ***         |
| 31260       | Parking and Lot Attendant       | 13.24       | ***         |
| 31290       | Shuttle Bus Driver              | 15.77       | ***         |
| 31310       | Taxi Driver                     | 13.63       | ***         |
| 31361       | Truckdriver, Light              | 18.15       |             |
| 31362       | Truckdriver, Medium             | 21.15       |             |
| 31363       | Truckdriver, Heavy              | 22.93       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 22.93       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 17.21       | ***         |
| 99030       | Cashier                         | 12.13       | ***         |
| 99050       | Desk Clerk                      | 10.95       | ***         |
| 99095       | Embalmer                        | 30.24       |             |
| 99130       | Flight Follower                 | 29.18       |             |
| 99251       | Laboratory Animal Caretaker I   | 14.11       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 15.24       | ***         |
| 99260       | Marketing Analyst               | 27.67       |             |
| 99310       | Mortician                       | 30.24       |             |
| 99410       | Pest Controller                 | 17.98       |             |
| 99510       | Photofinishing Worker           | 16.40       | ***         |
| 99710       | Recycling Laborer               | 19.14       |             |
| 99711       | Recycling Specialist            | 22.74       |             |
| 99730       | Refuse Collector                | 17.39       | ***         |
| 99810       | Sales Clerk                     | 14.15       | ***         |
| 99820       | School Crossing Guard           | 15.29       | ***         |
| 99830       | Survey Party Chief              | 25.15       |             |
| 99831       | Surveying Aide                  | 15.64       | ***         |
| 99832       | Surveying Technician            | 21.42       |             |
| 99840       | Vending Machine Attendant       | 19.32       |             |
| 99841       | Vending Machine Repairer        | 23.23       |             |
| 99842       | Vending Machine Repairer Helper | 19.32       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5769**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 24

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

**Header**



Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Illinois

Area: Illinois Counties of Jackson, Williamson

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 15.93       | ***         |
| 01012       | Accounting Clerk II                             | 17.88       |             |
| 01013       | Accounting Clerk III                            | 20.00       |             |
| 01020       | Administrative Assistant                        | 25.09       |             |
| 01035       | Court Reporter                                  | 20.63       |             |
| 01041       | Customer Service Representative I               | 14.63       | ***         |
| 01042       | Customer Service Representative II              | 15.96       | ***         |
| 01043       | Customer Service Representative III             | 17.91       |             |
| 01051       | Data Entry Operator I                           | 15.10       | ***         |
| 01052       | Data Entry Operator II                          | 16.48       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 25.06       |             |
| 01070       | Document Preparation Clerk                      | 15.36       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.36       | ***         |
| 01111       | General Clerk I                                 | 14.81       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01112       | General Clerk II                     | 16.16       | ***         |
| 01113       | General Clerk III                    | 18.13       |             |
| 01120       | Housing Referral Assistant           | 23.01       |             |
| 01141       | Messenger Courier                    | 12.77       | ***         |
| 01191       | Order Clerk I                        | 15.06       | ***         |
| 01192       | Order Clerk II                       | 16.43       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 17.27       | ***         |
| 01262       | Personnel Assistant (Employment) II  | 19.31       |             |
| 01263       | Personnel Assistant (Employment) III | 21.54       |             |
| 01270       | Production Control Clerk             | 21.85       |             |
| 01290       | Rental Clerk                         | 16.86       | ***         |
| 01300       | Scheduler, Maintenance               | 17.56       | ***         |
| 01311       | Secretary I                          | 17.56       | ***         |
| 01312       | Secretary II                         | 19.64       |             |
| 01313       | Secretary III                        | 23.01       |             |
| 01320       | Service Order Dispatcher             | 22.41       |             |
| 01410       | Supply Technician                    | 25.09       |             |
| 01420       | Survey Worker                        | 19.05       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.81       | ***         |
| 01531       | Travel Clerk I                       | 14.42       | ***         |
| 01532       | Travel Clerk II                      | 14.42       | ***         |
| 01533       | Travel Clerk III                     | 16.61       | ***         |
| 01611       | Word Processor I                     | 15.36       | ***         |
| 01612       | Word Processor II                    | 17.67       | ***         |
| 01613       | Word Processor III                   | 20.63       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.80       |             |
| 05010       | Automotive Electrician               | 21.82       |             |
| 05040       | Automotive Glass Installer           | 20.78       |             |
| 05070       | Automotive Worker                    | 20.78       |             |
| 05110       | Mobile Equipment Servicer            | 18.01       |             |
| 05130       | Motor Equipment Metal Mechanic       | 22.78       |             |
| 05160       | Motor Equipment Metal Worker         | 20.78       |             |
| 05190       | Motor Vehicle Mechanic               | 22.78       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 16.72       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 19.36       |             |
| 05280       | Motor Vehicle Wrecker                | 20.78       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05310       | Painter, Automotive                          | 21.82       |             |
| 05340       | Radiator Repair Specialist                   | 20.78       |             |
| 05370       | Tire Repairer                                | 17.07       | ***         |
| 05400       | Transmission Repair Specialist               | 22.78       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 23.84       |             |
| 07041       | Cook I                                       | 14.33       | ***         |
| 07042       | Cook II                                      | 16.61       | ***         |
| 07070       | Dishwasher                                   | 12.99       | ***         |
| 07130       | Food Service Worker                          | 13.22       | ***         |
| 07210       | Meat Cutter                                  | 19.77       |             |
| 07260       | Waiter/Waitress                              | 12.78       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 30.19       |             |
| 09040       | Furniture Handler                            | 18.15       |             |
| 09080       | Furniture Refinisher                         | 30.19       |             |
| 09090       | Furniture Refinisher Helper                  | 22.62       |             |
| 09110       | Furniture Repairer, Minor                    | 26.80       |             |
| 09130       | Upholsterer                                  | 30.19       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 15.28       | ***         |
| 11060       | Elevator Operator                            | 15.28       | ***         |
| 11090       | Gardener                                     | 22.91       |             |
| 11122       | Housekeeping Aide                            | 15.15       | ***         |
| 11150       | Janitor                                      | 15.15       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.82       | ***         |
| 11240       | Maid or Houseman                             | 13.59       | ***         |
| 11260       | Pruner                                       | 14.77       | ***         |
| 11270       | Tractor Operator                             | 20.90       |             |
| 11330       | Trail Maintenance Worker                     | 16.82       | ***         |
| 11360       | Window Cleaner                               | 17.24       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 19.90       |             |
| 12011       | Breath Alcohol Technician                    | 22.94       |             |
| 12012       | Certified Occupational Therapist Assistant   | 30.22       |             |
| 12015       | Certified Physical Therapist Assistant       | 28.71       |             |
| 12020       | Dental Assistant                             | 18.23       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12025       | Dental Hygienist                     | 35.00       |             |
| 12030       | EKG Technician                       | 34.77       |             |
| 12035       | Electroneurodiagnostic Technologist  | 34.77       |             |
| 12040       | Emergency Medical Technician         | 19.90       |             |
| 12071       | Licensed Practical Nurse I           | 20.51       |             |
| 12072       | Licensed Practical Nurse II          | 22.94       |             |
| 12073       | Licensed Practical Nurse III         | 25.58       |             |
| 12100       | Medical Assistant                    | 18.29       |             |
| 12130       | Medical Laboratory Technician        | 27.92       |             |
| 12160       | Medical Record Clerk                 | 20.45       |             |
| 12190       | Medical Record Technician            | 22.88       |             |
| 12195       | Medical Transcriptionist             | 20.51       |             |
| 12210       | Nuclear Medicine Technologist        | 50.41       |             |
| 12221       | Nursing Assistant I                  | 12.80       | ***         |
| 12222       | Nursing Assistant II                 | 14.41       | ***         |
| 12223       | Nursing Assistant III                | 15.72       | ***         |
| 12224       | Nursing Assistant IV                 | 17.64       | ***         |
| 12235       | Optical Dispenser                    | 18.41       |             |
| 12236       | Optical Technician                   | 20.51       |             |
| 12250       | Pharmacy Technician                  | 17.77       |             |
| 12280       | Phlebotomist                         | 17.54       | ***         |
| 12305       | Radiologic Technologist              | 31.15       |             |
| 12311       | Registered Nurse I                   | 26.36       |             |
| 12312       | Registered Nurse II                  | 32.04       |             |
| 12313       | Registered Nurse II, Specialist      | 32.04       |             |
| 12314       | Registered Nurse III                 | 38.76       |             |
| 12315       | Registered Nurse III, Anesthetist    | 38.76       |             |
| 12316       | Registered Nurse IV                  | 46.46       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 28.42       |             |
| 12320       | Substance Abuse Treatment Counselor  | 24.61       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 18.31       |             |
| 13012       | Exhibits Specialist II               | 22.69       |             |
| 13013       | Exhibits Specialist III              | 27.76       |             |
| 13041       | Illustrator I                        | 20.80       |             |
| 13042       | Illustrator II                       | 25.56       |             |
| 13043       | Illustrator III                      | 30.15       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13047       | Librarian                                            | 26.36       |             |
| 13050       | Library Aide/Clerk                                   | 13.08       | ***         |
| 13054       | Library Information Technology Systems Administrator | 23.81       |             |
| 13058       | Library Technician                                   | 16.48       | ***         |
| 13061       | Media Specialist I                                   | 17.18       | ***         |
| 13062       | Media Specialist II                                  | 19.21       |             |
| 13063       | Media Specialist III                                 | 21.43       |             |
| 13071       | Photographer I                                       | 16.71       | ***         |
| 13072       | Photographer II                                      | 18.69       |             |
| 13073       | Photographer III                                     | 23.16       |             |
| 13074       | Photographer IV                                      | 27.91       |             |
| 13075       | Photographer V                                       | 33.77       |             |
| 13090       | Technical Order Library Clerk                        | 16.42       | ***         |
| 13110       | Video Teleconference Technician                      | 17.77       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.55       |             |
| 14042       | Computer Operator II                                 | 20.74       |             |
| 14043       | Computer Operator III                                | 23.12       |             |
| 14044       | Computer Operator IV                                 | 25.70       |             |
| 14045       | Computer Operator V                                  | 28.46       |             |
| 14071       | Computer Programmer I                                | 22.01       | see 1       |
| 14072       | Computer Programmer II                               | 26.17       | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.55       |             |
| 14160       | Personal Computer Support Technician                 | 25.70       |             |
| 14170       | System Support Specialist                            | 28.46       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 34.92       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 42.25       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 50.64       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 34.92       |             |
| 15060       | Educational Technologist                             | 31.61       |             |
| 15070       | Flight Instructor (Pilot)                            | 50.64       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15080       | Graphic Artist                                          | 21.87       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.64       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.64       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.64       |             |
| 15090       | Technical Instructor                                    | 24.97       |             |
| 15095       | Technical Instructor/Course Developer                   | 30.55       |             |
| 15110       | Test Proctor                                            | 20.16       |             |
| 15120       | Tutor                                                   | 20.16       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 15.31       | ***         |
| 16030       | Counter Attendant                                       | 15.31       | ***         |
| 16040       | Dry Cleaner                                             | 17.50       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 15.31       | ***         |
| 16090       | Presser, Hand                                           | 15.31       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 15.31       | ***         |
| 16130       | Presser, Machine, Shirts                                | 15.31       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 15.31       | ***         |
| 16190       | Sewing Machine Operator                                 | 18.23       |             |
| 16220       | Tailor                                                  | 18.96       |             |
| 16250       | Washer, Machine                                         | 16.04       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 28.59       |             |
| 19040       | Tool And Die Maker                                      | 33.34       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.14       |             |
| 21030       | Material Coordinator                                    | 21.85       |             |
| 21040       | Material Expediter                                      | 21.85       |             |
| 21050       | Material Handling Laborer                               | 19.18       |             |
| 21071       | Order Filler                                            | 15.15       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.14       |             |
| 21110       | Shipping Packer                                         | 18.15       |             |
| 21130       | Shipping/Receiving Clerk                                | 18.15       |             |
| 21140       | Store Worker I                                          | 14.68       | ***         |
| 21150       | Stock Clerk                                             | 21.95       |             |
| 21210       | Tools And Parts Attendant                               | 19.14       |             |
| 21410       | Warehouse Specialist                                    | 19.14       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23010       | Aerospace Structural Welder                                            | 32.90            |
| 23019       | Aircraft Logs and Records Technician                                   | 26.80            |
| 23021       | Aircraft Mechanic I                                                    | 31.67            |
| 23022       | Aircraft Mechanic II                                                   | 32.90            |
| 23023       | Aircraft Mechanic III                                                  | 34.16            |
| 23040       | Aircraft Mechanic Helper                                               | 22.62            |
| 23050       | Aircraft, Painter                                                      | 30.19            |
| 23060       | Aircraft Servicer                                                      | 26.80            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 30.19            |
| 23080       | Aircraft Worker                                                        | 28.75            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 28.75            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 31.67            |
| 23110       | Appliance Mechanic                                                     | 30.19            |
| 23120       | Bicycle Repairer                                                       | 24.80            |
| 23125       | Cable Splicer                                                          | 38.68            |
| 23130       | Carpenter, Maintenance                                                 | 37.78            |
| 23140       | Carpet Layer                                                           | 28.75            |
| 23160       | Electrician, Maintenance                                               | 43.83            |
| 23181       | Electronics Technician Maintenance I                                   | 28.75            |
| 23182       | Electronics Technician Maintenance II                                  | 30.19            |
| 23183       | Electronics Technician Maintenance III                                 | 31.67            |
| 23260       | Fabric Worker                                                          | 26.80            |
| 23290       | Fire Alarm System Mechanic                                             | 31.67            |
| 23310       | Fire Extinguisher Repairer                                             | 24.80            |
| 23311       | Fuel Distribution System Mechanic                                      | 31.67            |
| 23312       | Fuel Distribution System Operator                                      | 24.80            |
| 23370       | General Maintenance Worker                                             | 21.96            |
| 23380       | Ground Support Equipment Mechanic                                      | 31.67            |
| 23381       | Ground Support Equipment Servicer                                      | 26.80            |
| 23382       | Ground Support Equipment Worker                                        | 28.75            |
| 23391       | Gunsmith I                                                             | 24.80            |
| 23392       | Gunsmith II                                                            | 28.75            |
| 23393       | Gunsmith III                                                           | 31.67            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 27.09            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.37            |
| 23430       | Heavy Equipment Mechanic                                               | 31.96            |
| 23440       | Heavy Equipment Operator                                               | 37.70            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23460       | Instrument Mechanic                               | 31.67       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 30.19       |             |
| 23470       | Laborer                                           | 17.17       | ***         |
| 23510       | Locksmith                                         | 30.19       |             |
| 23530       | Machinery Maintenance Mechanic                    | 31.72       |             |
| 23550       | Machinist, Maintenance                            | 26.32       |             |
| 23580       | Maintenance Trades Helper                         | 22.62       |             |
| 23591       | Metrology Technician I                            | 31.67       |             |
| 23592       | Metrology Technician II                           | 32.90       |             |
| 23593       | Metrology Technician III                          | 34.16       |             |
| 23640       | Millwright                                        | 31.67       |             |
| 23710       | Office Appliance Repairer                         | 30.19       |             |
| 23760       | Painter, Maintenance                              | 30.19       |             |
| 23790       | Pipefitter, Maintenance                           | 41.89       |             |
| 23810       | Plumber, Maintenance                              | 39.98       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 31.67       |             |
| 23850       | Rigger                                            | 31.67       |             |
| 23870       | Scale Mechanic                                    | 28.75       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 39.01       |             |
| 23910       | Small Engine Mechanic                             | 28.75       |             |
| 23931       | Telecommunications Mechanic I                     | 27.09       |             |
| 23932       | Telecommunications Mechanic II                    | 28.27       |             |
| 23950       | Telephone Lineman                                 | 31.67       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.21       |             |
| 23965       | Well Driller                                      | 31.67       |             |
| 23970       | Woodcraft Worker                                  | 31.67       |             |
| 23980       | Woodworker                                        | 24.80       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 17.78       |             |
| 24570       | Child Care Attendant                              | 13.53       | ***         |
| 24580       | Child Care Center Clerk                           | 16.86       | ***         |
| 24610       | Chore Aide                                        | 13.95       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 17.78       |             |
| 24630       | Homemaker                                         | 17.78       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 29.84       |             |
| 25040       | Sewage Plant Operator                             | 27.49       |             |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25070       | Stationary Engineer                            | 29.84       |             |
| 25190       | Ventilation Equipment Tender                   | 21.42       |             |
| 25210       | Water Treatment Plant Operator                 | 27.49       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 25.42       |             |
| 27007       | Baggage Inspector                              | 16.07       | ***         |
| 27008       | Corrections Officer                            | 28.11       |             |
| 27010       | Court Security Officer                         | 26.33       |             |
| 27030       | Detection Dog Handler                          | 18.13       |             |
| 27040       | Detention Officer                              | 28.11       |             |
| 27070       | Firefighter                                    | 25.67       |             |
| 27101       | Guard I                                        | 16.07       | ***         |
| 27102       | Guard II                                       | 18.13       |             |
| 27131       | Police Officer I                               | 27.55       |             |
| 27132       | Police Officer II                              | 30.63       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 18.94       |             |
| 28042       | Carnival Equipment Repairer                    | 20.77       |             |
| 28043       | Carnival Worker                                | 13.34       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.61       | ***         |
| 28310       | Lifeguard                                      | 14.03       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.70       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.38       | ***         |
| 28515       | Recreation Specialist                          | 24.40       |             |
| 28630       | Sports Official                                | 15.69       | ***         |
| 28690       | Swimming Pool Operator                         | 24.40       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 28.75       |             |
| 29020       | Hatch Tender                                   | 28.75       |             |
| 29030       | Line Handler                                   | 28.75       |             |
| 29041       | Stevedore I                                    | 26.80       |             |
| 29042       | Stevedore II                                   | 30.19       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 19.36       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30022       | Archeological Technician II              | 21.64            |
| 30023       | Archeological Technician III             | 26.82            |
| 30030       | Cartographic Technician                  | 27.52            |
| 30040       | Civil Engineering Technician             | 32.74            |
| 30051       | Cryogenic Technician I                   | 28.15            |
| 30052       | Cryogenic Technician II                  | 31.09            |
| 30061       | Drafter/CAD Operator I                   | 19.36            |
| 30062       | Drafter/CAD Operator II                  | 21.64            |
| 30063       | Drafter/CAD Operator III                 | 24.15            |
| 30064       | Drafter/CAD Operator IV                  | 29.71            |
| 30081       | Engineering Technician I                 | 17.67 ***        |
| 30082       | Engineering Technician II                | 19.83            |
| 30083       | Engineering Technician III               | 22.18            |
| 30084       | Engineering Technician IV                | 27.48            |
| 30085       | Engineering Technician V                 | 33.62            |
| 30086       | Engineering Technician VI                | 40.68            |
| 30090       | Environmental Technician                 | 25.42            |
| 30095       | Evidence Control Specialist              | 25.42            |
| 30210       | Laboratory Technician                    | 24.13            |
| 30221       | Latent Fingerprint Technician I          | 28.15            |
| 30222       | Latent Fingerprint Technician II         | 31.09            |
| 30240       | Mathematical Technician                  | 26.82            |
| 30361       | Paralegal/Legal Assistant I              | 22.04            |
| 30362       | Paralegal/Legal Assistant II             | 27.35            |
| 30363       | Paralegal/Legal Assistant III            | 33.41            |
| 30364       | Paralegal/Legal Assistant IV             | 40.43            |
| 30375       | Petroleum Supply Specialist              | 31.09            |
| 30390       | Photo-Optics Technician                  | 26.82            |
| 30395       | Radiation Control Technician             | 31.09            |
| 30461       | Technical Writer I                       | 25.86            |
| 30462       | Technical Writer II                      | 31.64            |
| 30463       | Technical Writer III                     | 38.27            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 28.73            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 34.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 41.67            |
| 30494       | Unexploded (UXO) Safety Escort           | 28.73            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 28.73            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30501       | Weather Forecaster I                                     | 29.71            |
| 30502       | Weather Forecaster II                                    | 36.13            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.15 see 2      |
| 30621       | Weather Observer, Senior                                 | 26.82 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 34.76            |
| 31020       | Bus Aide                                                 | 15.15 ***        |
| 31030       | Bus Driver                                               | 22.10            |
| 31043       | Driver Courier                                           | 18.65            |
| 31260       | Parking and Lot Attendant                                | 13.15 ***        |
| 31290       | Shuttle Bus Driver                                       | 18.63            |
| 31310       | Taxi Driver                                              | 18.16            |
| 31361       | Truckdriver, Light                                       | 20.45            |
| 31362       | Truckdriver, Medium                                      | 22.10            |
| 31363       | Truckdriver, Heavy                                       | 23.17            |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.17            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 16.95 ***        |
| 99030       | Cashier                                                  | 13.36 ***        |
| 99050       | Desk Clerk                                               | 13.09 ***        |
| 99095       | Embalmer                                                 | 30.54            |
| 99130       | Flight Follower                                          | 28.73            |
| 99251       | Laboratory Animal Caretaker I                            | 16.92 ***        |
| 99252       | Laboratory Animal Caretaker II                           | 18.55            |
| 99260       | Marketing Analyst                                        | 28.31            |
| 99310       | Mortician                                                | 30.54            |
| 99410       | Pest Controller                                          | 23.27            |
| 99510       | Photofinishing Worker                                    | 15.10 ***        |
| 99710       | Recycling Laborer                                        | 25.30            |
| 99711       | Recycling Specialist                                     | 30.60            |
| 99730       | Refuse Collector                                         | 22.86            |
| 99810       | Sales Clerk                                              | 14.65 ***        |
| 99820       | School Crossing Guard                                    | 17.18 ***        |
| 99830       | Survey Party Chief                                       | 22.43            |
| 99831       | Surveying Aide                                           | 14.88 ***        |
| 99832       | Surveying Technician                                     | 20.39            |
| 99840       | Vending Machine Attendant                                | 24.37            |

| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 99841       | Vending Machine Repairer        | 30.98            |
| 99842       | Vending Machine Repairer Helper | 24.37            |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5771**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210



Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Nebraska

Area: Nebraska Counties of Hall, Hamilton, Howard, Merrick

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 16.79 *** |
| 01012 | Accounting Clerk II                             | 18.85     |
| 01013 | Accounting Clerk III                            | 21.08     |
| 01020 | Administrative Assistant                        | 26.48     |
| 01035 | Court Reporter                                  | 19.07     |
| 01041 | Customer Service Representative I               | 14.54 *** |
| 01042 | Customer Service Representative II              | 15.86 *** |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01043       | Customer Service Representative III  | 17.80       |             |
| 01051       | Data Entry Operator I                | 15.41       | ***         |
| 01052       | Data Entry Operator II               | 16.82       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 24.68       |             |
| 01070       | Document Preparation Clerk           | 15.19       | ***         |
| 01090       | Duplicating Machine Operator         | 15.19       | ***         |
| 01111       | General Clerk I                      | 15.07       | ***         |
| 01112       | General Clerk II                     | 16.44       | ***         |
| 01113       | General Clerk III                    | 18.45       |             |
| 01120       | Housing Referral Assistant           | 21.27       |             |
| 01141       | Messenger Courier                    | 15.80       | ***         |
| 01191       | Order Clerk I                        | 14.83       | ***         |
| 01192       | Order Clerk II                       | 16.17       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 17.05       | ***         |
| 01262       | Personnel Assistant (Employment) II  | 19.07       |             |
| 01263       | Personnel Assistant (Employment) III | 21.27       |             |
| 01270       | Production Control Clerk             | 23.09       |             |
| 01290       | Rental Clerk                         | 16.74       | ***         |
| 01300       | Scheduler, Maintenance               | 17.05       | ***         |
| 01311       | Secretary I                          | 17.05       | ***         |
| 01312       | Secretary II                         | 19.07       |             |
| 01313       | Secretary III                        | 21.27       |             |
| 01320       | Service Order Dispatcher             | 22.07       |             |
| 01410       | Supply Technician                    | 26.48       |             |
| 01420       | Survey Worker                        | 19.07       |             |
| 01460       | Switchboard Operator/Receptionist    | 17.04       | ***         |
| 01531       | Travel Clerk I                       | 15.19       | ***         |
| 01532       | Travel Clerk II                      | 16.28       | ***         |
| 01533       | Travel Clerk III                     | 19.07       |             |
| 01611       | Word Processor I                     | 15.19       | ***         |
| 01612       | Word Processor II                    | 17.05       | ***         |
| 01613       | Word Processor III                   | 19.07       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 24.99       |             |
| 05010       | Automotive Electrician               | 21.62       |             |
| 05040       | Automotive Glass Installer           | 20.53       |             |
| 05070       | Automotive Worker                    | 20.53       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05110       | Mobile Equipment Servicer                    | 18.23       |             |
| 05130       | Motor Equipment Metal Mechanic               | 22.52       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.53       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.52       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.05       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.37       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.53       |             |
| 05310       | Painter, Automotive                          | 21.62       |             |
| 05340       | Radiator Repair Specialist                   | 20.53       |             |
| 05370       | Tire Repairer                                | 16.24       | ***         |
| 05400       | Transmission Repair Specialist               | 22.52       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 18.23       |             |
| 07041       | Cook I                                       | 16.28       | ***         |
| 07042       | Cook II                                      | 18.34       |             |
| 07070       | Dishwasher                                   | 13.15       | ***         |
| 07130       | Food Service Worker                          | 13.89       | ***         |
| 07210       | Meat Cutter                                  | 18.73       |             |
| 07260       | Waiter/Waitress                              | 12.71       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.29       |             |
| 09040       | Furniture Handler                            | 13.85       | ***         |
| 09080       | Furniture Refinisher                         | 20.29       |             |
| 09090       | Furniture Refinisher Helper                  | 15.99       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.18       |             |
| 09130       | Upholsterer                                  | 20.29       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 17.46       | ***         |
| 11060       | Elevator Operator                            | 15.87       | ***         |
| 11090       | Gardener                                     | 22.45       |             |
| 11122       | Housekeeping Aide                            | 15.87       | ***         |
| 11150       | Janitor                                      | 15.87       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 18.17       |             |
| 11240       | Maid or Houseman                             | 13.51       | ***         |
| 11260       | Pruner                                       | 16.73       | ***         |
| 11270       | Tractor Operator                             | 21.00       |             |
| 11330       | Trail Maintenance Worker                     | 18.17       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate Note</b> |
|-------------|--------------------------------------------|------------------|
| 11360       | Window Cleaner                             | 17.23 ***        |
| 12000       | Health Occupations                         |                  |
| 12010       | Ambulance Driver                           | 23.13            |
| 12011       | Breath Alcohol Technician                  | 24.10            |
| 12012       | Certified Occupational Therapist Assistant | 30.07            |
| 12015       | Certified Physical Therapist Assistant     | 27.35            |
| 12020       | Dental Assistant                           | 19.93            |
| 12025       | Dental Hygienist                           | 38.03            |
| 12030       | EKG Technician                             | 36.53            |
| 12035       | Electroneurodiagnostic Technologist        | 36.53            |
| 12040       | Emergency Medical Technician               | 23.13            |
| 12071       | Licensed Practical Nurse I                 | 21.55            |
| 12072       | Licensed Practical Nurse II                | 24.10            |
| 12073       | Licensed Practical Nurse III               | 26.87            |
| 12100       | Medical Assistant                          | 17.74 ***        |
| 12130       | Medical Laboratory Technician              | 28.64            |
| 12160       | Medical Record Clerk                       | 19.40            |
| 12190       | Medical Record Technician                  | 21.70            |
| 12195       | Medical Transcriptionist                   | 21.55            |
| 12210       | Nuclear Medicine Technologist              | 52.99            |
| 12221       | Nursing Assistant I                        | 13.06 ***        |
| 12222       | Nursing Assistant II                       | 14.70 ***        |
| 12223       | Nursing Assistant III                      | 16.04 ***        |
| 12224       | Nursing Assistant IV                       | 18.00            |
| 12235       | Optical Dispenser                          | 18.24            |
| 12236       | Optical Technician                         | 21.55            |
| 12250       | Pharmacy Technician                        | 18.76            |
| 12280       | Phlebotomist                               | 21.55            |
| 12305       | Radiologic Technologist                    | 29.77            |
| 12311       | Registered Nurse I                         | 25.31            |
| 12312       | Registered Nurse II                        | 30.96            |
| 12313       | Registered Nurse II, Specialist            | 30.96            |
| 12314       | Registered Nurse III                       | 37.45            |
| 12315       | Registered Nurse III, Anesthetist          | 37.45            |
| 12316       | Registered Nurse IV                        | 44.89            |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 29.88            |
| 12320       | Substance Abuse Treatment Counselor        | 24.49            |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 17.44       | ***         |
| 13012       | Exhibits Specialist II                               | 21.61       |             |
| 13013       | Exhibits Specialist III                              | 26.43       |             |
| 13041       | Illustrator I                                        | 17.24       | ***         |
| 13042       | Illustrator II                                       | 21.37       |             |
| 13043       | Illustrator III                                      | 26.13       |             |
| 13047       | Librarian                                            | 23.92       |             |
| 13050       | Library Aide/Clerk                                   | 11.71       | ***         |
| 13054       | Library Information Technology Systems Administrator | 21.61       |             |
| 13058       | Library Technician                                   | 17.77       |             |
| 13061       | Media Specialist I                                   | 15.59       | ***         |
| 13062       | Media Specialist II                                  | 17.44       | ***         |
| 13063       | Media Specialist III                                 | 19.45       |             |
| 13071       | Photographer I                                       | 14.95       | ***         |
| 13072       | Photographer II                                      | 16.73       | ***         |
| 13073       | Photographer III                                     | 20.72       |             |
| 13074       | Photographer IV                                      | 25.35       |             |
| 13075       | Photographer V                                       | 30.67       |             |
| 13090       | Technical Order Library Clerk                        | 16.73       | ***         |
| 13110       | Video Teleconference Technician                      | 13.78       | ***         |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.32       |             |
| 14042       | Computer Operator II                                 | 20.49       |             |
| 14043       | Computer Operator III                                | 22.84       |             |
| 14044       | Computer Operator IV                                 | 25.38       |             |
| 14045       | Computer Operator V                                  | 28.11       |             |
| 14071       | Computer Programmer I                                | 20.99       | see 1       |
| 14072       | Computer Programmer II                               | 26.01       | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.32       |             |
| 14160       | Personal Computer Support Technician                 | 25.38       |             |
| 14170       | System Support Specialist                            | 29.37       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.18       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 40.14       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 48.12       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.18       |             |
| 15060       | Educational Technologist                                | 41.43       |             |
| 15070       | Flight Instructor (Pilot)                               | 48.12       |             |
| 15080       | Graphic Artist                                          | 22.62       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 48.12       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 48.12       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 48.12       |             |
| 15090       | Technical Instructor                                    | 21.55       |             |
| 15095       | Technical Instructor/Course Developer                   | 26.36       |             |
| 15110       | Test Proctor                                            | 17.39       | ***         |
| 15120       | Tutor                                                   | 17.39       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.99       | ***         |
| 16030       | Counter Attendant                                       | 12.99       | ***         |
| 16040       | Dry Cleaner                                             | 14.84       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.99       | ***         |
| 16090       | Presser, Hand                                           | 12.99       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.99       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.99       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.99       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.46       | ***         |
| 16220       | Tailor                                                  | 16.07       | ***         |
| 16250       | Washer, Machine                                         | 13.61       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 25.45       |             |
| 19040       | Tool And Die Maker                                      | 29.40       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 21.89       |             |
| 21030       | Material Coordinator                                    | 23.09       |             |
| 21040       | Material Expediter                                      | 23.09       |             |
| 21050       | Material Handling Laborer                               | 18.44       |             |
| 21071       | Order Filler                                            | 15.76       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 21.89       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21110       | Shipping Packer                                   | 18.39            |
| 21130       | Shipping/Receiving Clerk                          | 18.39            |
| 21140       | Store Worker I                                    | 15.29 ***        |
| 21150       | Stock Clerk                                       | 19.46            |
| 21210       | Tools And Parts Attendant                         | 21.89            |
| 21410       | Warehouse Specialist                              | 21.89            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 27.05            |
| 23019       | Aircraft Logs and Records Technician              | 22.28            |
| 23021       | Aircraft Mechanic I                               | 25.90            |
| 23022       | Aircraft Mechanic II                              | 27.05            |
| 23023       | Aircraft Mechanic III                             | 27.90            |
| 23040       | Aircraft Mechanic Helper                          | 19.61            |
| 23050       | Aircraft, Painter                                 | 24.88            |
| 23060       | Aircraft Servicer                                 | 22.28            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 24.88            |
| 23080       | Aircraft Worker                                   | 23.62            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 23.62            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 25.90            |
| 23110       | Appliance Mechanic                                | 24.88            |
| 23120       | Bicycle Repairer                                  | 20.96            |
| 23125       | Cable Splicer                                     | 39.37            |
| 23130       | Carpenter, Maintenance                            | 18.68            |
| 23140       | Carpet Layer                                      | 23.62            |
| 23160       | Electrician, Maintenance                          | 23.23            |
| 23181       | Electronics Technician Maintenance I              | 23.62            |
| 23182       | Electronics Technician Maintenance II             | 24.88            |
| 23183       | Electronics Technician Maintenance III            | 25.90            |
| 23260       | Fabric Worker                                     | 22.28            |
| 23290       | Fire Alarm System Mechanic                        | 25.90            |
| 23310       | Fire Extinguisher Repairer                        | 20.96            |
| 23311       | Fuel Distribution System Mechanic                 | 25.90            |
| 23312       | Fuel Distribution System Operator                 | 20.96            |
| 23370       | General Maintenance Worker                        | 22.70            |
| 23380       | Ground Support Equipment Mechanic                 | 25.90            |
| 23381       | Ground Support Equipment Servicer                 | 22.28            |
| 23382       | Ground Support Equipment Worker                   | 23.62            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23391       | Gunsmith I                                                             | 20.96       |             |
| 23392       | Gunsmith II                                                            | 23.62       |             |
| 23393       | Gunsmith III                                                           | 25.90       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 24.41       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 25.49       |             |
| 23430       | Heavy Equipment Mechanic                                               | 29.70       |             |
| 23440       | Heavy Equipment Operator                                               | 23.08       |             |
| 23460       | Instrument Mechanic                                                    | 25.90       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 24.88       |             |
| 23470       | Laborer                                                                | 18.44       |             |
| 23510       | Locksmith                                                              | 24.88       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 24.45       |             |
| 23550       | Machinist, Maintenance                                                 | 22.88       |             |
| 23580       | Maintenance Trades Helper                                              | 19.61       |             |
| 23591       | Metrology Technician I                                                 | 25.90       |             |
| 23592       | Metrology Technician II                                                | 27.05       |             |
| 23593       | Metrology Technician III                                               | 27.90       |             |
| 23640       | Millwright                                                             | 25.90       |             |
| 23710       | Office Appliance Repairer                                              | 20.22       |             |
| 23760       | Painter, Maintenance                                                   | 18.29       |             |
| 23790       | Pipefitter, Maintenance                                                | 25.32       |             |
| 23810       | Plumber, Maintenance                                                   | 24.32       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 25.90       |             |
| 23850       | Rigger                                                                 | 25.90       |             |
| 23870       | Scale Mechanic                                                         | 23.62       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 25.90       |             |
| 23910       | Small Engine Mechanic                                                  | 23.62       |             |
| 23931       | Telecommunications Mechanic I                                          | 34.10       |             |
| 23932       | Telecommunications Mechanic II                                         | 35.61       |             |
| 23950       | Telephone Lineman                                                      | 25.90       |             |
| 23960       | Welder, Combination, Maintenance                                       | 22.11       |             |
| 23965       | Well Driller                                                           | 25.90       |             |
| 23970       | Woodcraft Worker                                                       | 25.90       |             |
| 23980       | Woodworker                                                             | 20.96       |             |
| 24000       | Personal Needs Occupations                                             |             |             |
| 24550       | Case Manager                                                           | 17.06       | ***         |
| 24570       | Child Care Attendant                                                   | 13.39       | ***         |



| <b>Code</b>                                          | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|------------------------------------------------------|---------------------------------------------------|-------------|-------------|
| 24580                                                | Child Care Center Clerk                           | 16.70       | ***         |
| 24610                                                | Chore Aide                                        | 14.56       | ***         |
| 24620                                                | Family Readiness And Support Services Coordinator | 17.06       | ***         |
| 24630                                                | Homemaker                                         | 17.06       | ***         |
| 25000 Plant And System Operations Occupations        |                                                   |             |             |
| 25010                                                | Boiler Tender                                     | 28.11       |             |
| 25040                                                | Sewage Plant Operator                             | 27.00       |             |
| 25070                                                | Stationary Engineer                               | 28.11       |             |
| 25190                                                | Ventilation Equipment Tender                      | 21.28       |             |
| 25210                                                | Water Treatment Plant Operator                    | 27.00       |             |
| 27000 Protective Service Occupations                 |                                                   |             |             |
| 27004                                                | Alarm Monitor                                     | 20.96       |             |
| 27007                                                | Baggage Inspector                                 | 15.47       | ***         |
| 27008                                                | Corrections Officer                               | 23.98       |             |
| 27010                                                | Court Security Officer                            | 24.53       |             |
| 27030                                                | Detection Dog Handler                             | 17.30       | ***         |
| 27040                                                | Detention Officer                                 | 23.98       |             |
| 27070                                                | Firefighter                                       | 24.53       |             |
| 27101                                                | Guard I                                           | 15.47       | ***         |
| 27102                                                | Guard II                                          | 17.30       | ***         |
| 27131                                                | Police Officer I                                  | 28.22       |             |
| 27132                                                | Police Officer II                                 | 31.35       |             |
| 28000 Recreation Occupations                         |                                                   |             |             |
| 28041                                                | Carnival Equipment Operator                       | 14.05       | ***         |
| 28042                                                | Carnival Equipment Repairer                       | 15.01       | ***         |
| 28043                                                | Carnival Worker                                   | 11.20       | ***         |
| 28210                                                | Gate Attendant/Gate Tender                        | 19.96       |             |
| 28310                                                | Lifeguard                                         | 17.79       |             |
| 28350                                                | Park Attendant (Aide)                             | 22.32       |             |
| 28510                                                | Recreation Aide/Health Facility Attendant         | 16.30       | ***         |
| 28515                                                | Recreation Specialist                             | 27.66       |             |
| 28630                                                | Sports Official                                   | 17.79       |             |
| 28690                                                | Swimming Pool Operator                            | 21.00       |             |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                   |             |             |
| 29010                                                | Blocker And Bracer                                | 23.62       |             |
| 29020                                                | Hatch Tender                                      | 23.62       |             |
| 29030                                                | Line Handler                                      | 23.62       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 29041       | Stevedore I                                    | 22.28       |             |
| 29042       | Stevedore II                                   | 24.88       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 18.44       |             |
| 30022       | Archeological Technician II                    | 20.62       |             |
| 30023       | Archeological Technician III                   | 25.56       |             |
| 30030       | Cartographic Technician                        | 25.56       |             |
| 30040       | Civil Engineering Technician                   | 23.44       |             |
| 30051       | Cryogenic Technician I                         | 26.13       |             |
| 30052       | Cryogenic Technician II                        | 28.86       |             |
| 30061       | Drafter/CAD Operator I                         | 18.44       |             |
| 30062       | Drafter/CAD Operator II                        | 20.62       |             |
| 30063       | Drafter/CAD Operator III                       | 22.99       |             |
| 30064       | Drafter/CAD Operator IV                        | 28.30       |             |
| 30081       | Engineering Technician I                       | 16.42       | ***         |
| 30082       | Engineering Technician II                      | 18.44       |             |
| 30083       | Engineering Technician III                     | 20.62       |             |
| 30084       | Engineering Technician IV                      | 25.56       |             |
| 30085       | Engineering Technician V                       | 31.25       |             |
| 30086       | Engineering Technician VI                      | 37.81       |             |
| 30090       | Environmental Technician                       | 25.43       |             |
| 30095       | Evidence Control Specialist                    | 23.58       |             |
| 30210       | Laboratory Technician                          | 20.97       |             |
| 30221       | Latent Fingerprint Technician I                | 26.13       |             |
| 30222       | Latent Fingerprint Technician II               | 28.86       |             |
| 30240       | Mathematical Technician                        | 25.56       |             |
| 30361       | Paralegal/Legal Assistant I                    | 23.21       |             |
| 30362       | Paralegal/Legal Assistant II                   | 28.76       |             |
| 30363       | Paralegal/Legal Assistant III                  | 35.18       |             |
| 30364       | Paralegal/Legal Assistant IV                   | 42.56       |             |
| 30375       | Petroleum Supply Specialist                    | 28.86       |             |
| 30390       | Photo-Optics Technician                        | 25.56       |             |
| 30395       | Radiation Control Technician                   | 28.86       |             |
| 30461       | Technical Writer I                             | 25.06       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30462       | Technical Writer II                                      | 30.65            |
| 30463       | Technical Writer III                                     | 37.09            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 28.73            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 34.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 41.67            |
| 30494       | Unexploded (UXO) Safety Escort                           | 28.73            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 28.73            |
| 30501       | Weather Forecaster I                                     | 28.30            |
| 30502       | Weather Forecaster II                                    | 34.42            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 22.99 see 2      |
| 30621       | Weather Observer, Senior                                 | 25.56 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 34.76            |
| 31020       | Bus Aide                                                 | 16.42 ***        |
| 31030       | Bus Driver                                               | 21.55            |
| 31043       | Driver Courier                                           | 18.96            |
| 31260       | Parking and Lot Attendant                                | 15.12 ***        |
| 31290       | Shuttle Bus Driver                                       | 14.78 ***        |
| 31310       | Taxi Driver                                              | 11.62 ***        |
| 31361       | Truckdriver, Light                                       | 20.27            |
| 31362       | Truckdriver, Medium                                      | 21.55            |
| 31363       | Truckdriver, Heavy                                       | 25.33            |
| 31364       | Truckdriver, Tractor-Trailer                             | 25.33            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 16.95 ***        |
| 99030       | Cashier                                                  | 13.82 ***        |
| 99050       | Desk Clerk                                               | 13.54 ***        |
| 99095       | Embalmer                                                 | 28.73            |
| 99130       | Flight Follower                                          | 28.73            |
| 99251       | Laboratory Animal Caretaker I                            | 14.30 ***        |
| 99252       | Laboratory Animal Caretaker II                           | 15.29 ***        |
| 99260       | Marketing Analyst                                        | 26.20            |
| 99310       | Mortician                                                | 28.73            |
| 99410       | Pest Controller                                          | 23.73            |
| 99510       | Photofinishing Worker                                    | 15.10 ***        |
| 99710       | Recycling Laborer                                        | 18.66            |
| 99711       | Recycling Specialist                                     | 21.55            |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99730       | Refuse Collector                | 17.19       | ***         |
| 99810       | Sales Clerk                     | 14.05       | ***         |
| 99820       | School Crossing Guard           | 16.65       | ***         |
| 99830       | Survey Party Chief              | 28.56       |             |
| 99831       | Surveying Aide                  | 15.41       | ***         |
| 99832       | Surveying Technician            | 18.96       |             |
| 99840       | Vending Machine Attendant       | 20.88       |             |
| 99841       | Vending Machine Repairer        | 25.15       |             |
| 99842       | Vending Machine Repairer Helper | 20.88       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section

13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5773**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations



U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 04/22/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York County of Putnam

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |

| <b>Code</b> | <b>Title</b>                         | <b>Rate Note</b> |
|-------------|--------------------------------------|------------------|
| 01011       | Accounting Clerk I                   | 22.66            |
| 01012       | Accounting Clerk II                  | 25.43            |
| 01013       | Accounting Clerk III                 | 28.45            |
| 01020       | Administrative Assistant             | 40.03            |
| 01035       | Court Reporter                       | 42.17            |
| 01041       | Customer Service Representative I    | 19.19            |
| 01042       | Customer Service Representative II   | 20.94            |
| 01043       | Customer Service Representative III  | 23.50            |
| 01051       | Data Entry Operator I                | 19.66            |
| 01052       | Data Entry Operator II               | 21.45            |
| 01060       | Dispatcher, Motor Vehicle            | 28.37            |
| 01070       | Document Preparation Clerk           | 19.81            |
| 01090       | Duplicating Machine Operator         | 19.81            |
| 01111       | General Clerk I                      | 18.55            |
| 01112       | General Clerk II                     | 20.24            |
| 01113       | General Clerk III                    | 22.72            |
| 01120       | Housing Referral Assistant           | 28.42            |
| 01141       | Messenger Courier                    | 20.30            |
| 01191       | Order Clerk I                        | 20.33            |
| 01192       | Order Clerk II                       | 22.19            |
| 01261       | Personnel Assistant (Employment) I   | 21.74            |
| 01262       | Personnel Assistant (Employment) II  | 24.32            |
| 01263       | Personnel Assistant (Employment) III | 27.11            |
| 01270       | Production Control Clerk             | 29.78            |
| 01290       | Rental Clerk                         | 21.76            |
| 01300       | Scheduler, Maintenance               | 22.79            |
| 01311       | Secretary I                          | 22.79            |
| 01312       | Secretary II                         | 25.50            |
| 01313       | Secretary III                        | 28.42            |
| 01320       | Service Order Dispatcher             | 24.37            |
| 01410       | Supply Technician                    | 40.03            |
| 01420       | Survey Worker                        | 25.70            |
| 01460       | Switchboard Operator/Receptionist    | 20.71            |
| 01531       | Travel Clerk I                       | 21.86            |
| 01532       | Travel Clerk II                      | 24.53            |
| 01533       | Travel Clerk III                     | 27.44            |
| 01611       | Word Processor I                     | 19.57            |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01612       | Word Processor II                            | 21.97       |             |
| 01613       | Word Processor III                           | 24.57       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 28.29       |             |
| 05010       | Automotive Electrician                       | 28.50       |             |
| 05040       | Automotive Glass Installer                   | 27.31       |             |
| 05070       | Automotive Worker                            | 27.31       |             |
| 05110       | Mobile Equipment Servicer                    | 24.42       |             |
| 05130       | Motor Equipment Metal Mechanic               | 30.31       |             |
| 05160       | Motor Equipment Metal Worker                 | 27.31       |             |
| 05190       | Motor Vehicle Mechanic                       | 29.68       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 23.15       |             |
| 05250       | Motor Vehicle Upholstery Worker              | 26.12       |             |
| 05280       | Motor Vehicle Wrecker                        | 27.31       |             |
| 05310       | Painter, Automotive                          | 28.50       |             |
| 05340       | Radiator Repair Specialist                   | 27.31       |             |
| 05370       | Tire Repairer                                | 19.97       |             |
| 05400       | Transmission Repair Specialist               | 29.68       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 19.55       |             |
| 07041       | Cook I                                       | 22.29       |             |
| 07042       | Cook II                                      | 24.88       |             |
| 07070       | Dishwasher                                   | 17.31       | ***         |
| 07130       | Food Service Worker                          | 17.65       | ***         |
| 07210       | Meat Cutter                                  | 22.99       |             |
| 07260       | Waiter/Waitress                              | 20.64       |             |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 28.14       |             |
| 09040       | Furniture Handler                            | 18.16       |             |
| 09080       | Furniture Refinisher                         | 25.58       |             |
| 09090       | Furniture Refinisher Helper                  | 20.78       |             |
| 09110       | Furniture Repairer, Minor                    | 23.40       |             |
| 09130       | Upholsterer                                  | 25.58       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 19.29       |             |
| 11060       | Elevator Operator                            | 19.40       |             |
| 11090       | Gardener                                     | 26.40       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11122       | Housekeeping Aide                          | 19.40       |             |
| 11150       | Janitor                                    | 19.40       |             |
| 11210       | Laborer, Grounds Maintenance               | 21.71       |             |
| 11240       | Maid or Houseman                           | 20.72       |             |
| 11260       | Pruner                                     | 20.18       |             |
| 11270       | Tractor Operator                           | 24.85       |             |
| 11330       | Trail Maintenance Worker                   | 21.71       |             |
| 11360       | Window Cleaner                             | 20.87       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 24.99       |             |
| 12011       | Breath Alcohol Technician                  | 31.40       |             |
| 12012       | Certified Occupational Therapist Assistant | 35.79       |             |
| 12015       | Certified Physical Therapist Assistant     | 34.72       |             |
| 12020       | Dental Assistant                           | 22.98       |             |
| 12025       | Dental Hygienist                           | 49.83       |             |
| 12030       | EKG Technician                             | 40.73       |             |
| 12035       | Electroneurodiagnostic Technologist        | 40.73       |             |
| 12040       | Emergency Medical Technician               | 24.99       |             |
| 12071       | Licensed Practical Nurse I                 | 28.08       |             |
| 12072       | Licensed Practical Nurse II                | 31.40       |             |
| 12073       | Licensed Practical Nurse III               | 35.00       |             |
| 12100       | Medical Assistant                          | 22.55       |             |
| 12130       | Medical Laboratory Technician              | 38.74       |             |
| 12160       | Medical Record Clerk                       | 26.36       |             |
| 12190       | Medical Record Technician                  | 29.49       |             |
| 12195       | Medical Transcriptionist                   | 21.49       |             |
| 12210       | Nuclear Medicine Technologist              | 56.43       |             |
| 12221       | Nursing Assistant I                        | 16.68       | ***         |
| 12222       | Nursing Assistant II                       | 18.77       |             |
| 12223       | Nursing Assistant III                      | 20.48       |             |
| 12224       | Nursing Assistant IV                       | 22.99       |             |
| 12235       | Optical Dispenser                          | 30.18       |             |
| 12236       | Optical Technician                         | 19.54       |             |
| 12250       | Pharmacy Technician                        | 20.90       |             |
| 12280       | Phlebotomist                               | 23.48       |             |
| 12305       | Radiologic Technologist                    | 47.04       |             |
| 12311       | Registered Nurse I                         | 32.76       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12312       | Registered Nurse II                                  | 38.41       |             |
| 12313       | Registered Nurse II, Specialist                      | 38.41       |             |
| 12314       | Registered Nurse III                                 | 49.39       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 49.39       |             |
| 12316       | Registered Nurse IV                                  | 59.22       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 38.90       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 31.20       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 30.00       |             |
| 13012       | Exhibits Specialist II                               | 37.16       |             |
| 13013       | Exhibits Specialist III                              | 45.45       |             |
| 13041       | Illustrator I                                        | 32.08       |             |
| 13042       | Illustrator II                                       | 39.22       |             |
| 13043       | Illustrator III                                      | 47.96       |             |
| 13047       | Librarian                                            | 38.29       |             |
| 13050       | Library Aide/Clerk                                   | 17.97       |             |
| 13054       | Library Information Technology Systems Administrator | 34.57       |             |
| 13058       | Library Technician                                   | 25.62       |             |
| 13061       | Media Specialist I                                   | 24.95       |             |
| 13062       | Media Specialist II                                  | 27.91       |             |
| 13063       | Media Specialist III                                 | 31.11       |             |
| 13071       | Photographer I                                       | 22.76       |             |
| 13072       | Photographer II                                      | 25.46       |             |
| 13073       | Photographer III                                     | 32.88       |             |
| 13074       | Photographer IV                                      | 38.59       |             |
| 13075       | Photographer V                                       | 46.69       |             |
| 13090       | Technical Order Library Clerk                        | 22.56       |             |
| 13110       | Video Teleconference Technician                      | 33.70       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 27.88       |             |
| 14042       | Computer Operator II                                 | 31.18       |             |
| 14043       | Computer Operator III                                | 34.75       |             |
| 14044       | Computer Operator IV                                 | 38.62       |             |
| 14045       | Computer Operator V                                  | 42.78       |             |
| 14071       | Computer Programmer I                                |             | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 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                           | 27.88       |             |
| 14160       | Personal Computer Support Technician                    | 38.62       |             |
| 14170       | System Support Specialist                               | 42.78       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 42.14       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 50.99       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 61.13       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 42.14       |             |
| 15060       | Educational Technologist                                | 38.90       |             |
| 15070       | Flight Instructor (Pilot)                               | 61.13       |             |
| 15080       | Graphic Artist                                          | 37.28       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 61.13       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 61.13       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 61.13       |             |
| 15090       | Technical Instructor                                    | 31.44       |             |
| 15095       | Technical Instructor/Course Developer                   | 38.34       |             |
| 15110       | Test Proctor                                            | 25.30       |             |
| 15120       | Tutor                                                   | 25.30       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 20.00       |             |
| 16030       | Counter Attendant                                       | 20.00       |             |
| 16040       | Dry Cleaner                                             | 22.86       |             |
| 16070       | Finisher, Flatwork, Machine                             | 20.00       |             |
| 16090       | Presser, Hand                                           | 20.00       |             |
| 16110       | Presser, Machine, Drycleaning                           | 20.00       |             |
| 16130       | Presser, Machine, Shirts                                | 20.00       |             |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 20.00       |             |
| 16190       | Sewing Machine Operator                                 | 23.79       |             |
| 16220       | Tailor                                                  | 24.75       |             |
| 16250       | Washer, Machine                                         | 20.95       |             |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 31.58       |             |
| 19040       | Tool And Die Maker                                      | 36.59       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21000       | Materials Handling And Packing Occupations        |                  |
| 21020       | Forklift Operator                                 | 22.97            |
| 21030       | Material Coordinator                              | 29.78            |
| 21040       | Material Expediter                                | 29.78            |
| 21050       | Material Handling Laborer                         | 19.84            |
| 21071       | Order Filler                                      | 18.37            |
| 21080       | Production Line Worker (Food Processing)          | 22.97            |
| 21110       | Shipping Packer                                   | 22.33            |
| 21130       | Shipping/Receiving Clerk                          | 22.33            |
| 21140       | Store Worker I                                    | 20.32            |
| 21150       | Stock Clerk                                       | 25.47            |
| 21210       | Tools And Parts Attendant                         | 22.97            |
| 21410       | Warehouse Specialist                              | 22.97            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 49.20            |
| 23019       | Aircraft Logs and Records Technician              | 41.47            |
| 23021       | Aircraft Mechanic I                               | 47.36            |
| 23022       | Aircraft Mechanic II                              | 49.20            |
| 23023       | Aircraft Mechanic III                             | 51.04            |
| 23040       | Aircraft Mechanic Helper                          | 36.86            |
| 23050       | Aircraft, Painter                                 | 45.58            |
| 23060       | Aircraft Servicer                                 | 41.47            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 45.58            |
| 23080       | Aircraft Worker                                   | 43.70            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 43.70            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 47.36            |
| 23110       | Appliance Mechanic                                | 29.67            |
| 23120       | Bicycle Repairer                                  | 24.48            |
| 23125       | Cable Splicer                                     | 57.58            |
| 23130       | Carpenter, Maintenance                            | 33.50            |
| 23140       | Carpet Layer                                      | 28.96            |
| 23160       | Electrician, Maintenance                          | 37.18            |
| 23181       | Electronics Technician Maintenance I              | 36.95            |
| 23182       | Electronics Technician Maintenance II             | 38.54            |
| 23183       | Electronics Technician Maintenance III            | 40.04            |
| 23260       | Fabric Worker                                     | 46.09            |
| 23290       | Fire Alarm System Mechanic                        | 32.56            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23310       | Fire Extinguisher Repairer                                             | 33.12            |
| 23311       | Fuel Distribution System Mechanic                                      | 50.25            |
| 23312       | Fuel Distribution System Operator                                      | 41.55            |
| 23370       | General Maintenance Worker                                             | 28.32            |
| 23380       | Ground Support Equipment Mechanic                                      | 47.36            |
| 23381       | Ground Support Equipment Servicer                                      | 41.47            |
| 23382       | Ground Support Equipment Worker                                        | 43.70            |
| 23391       | Gunsmith I                                                             | 33.12            |
| 23392       | Gunsmith II                                                            | 36.97            |
| 23393       | Gunsmith III                                                           | 40.06            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 35.62            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 37.00            |
| 23430       | Heavy Equipment Mechanic                                               | 36.87            |
| 23440       | Heavy Equipment Operator                                               | 46.90            |
| 23460       | Instrument Mechanic                                                    | 33.95            |
| 23465       | Laboratory/Shelter Mechanic                                            | 38.55            |
| 23470       | Laborer                                                                | 19.84            |
| 23510       | Locksmith                                                              | 28.79            |
| 23530       | Machinery Maintenance Mechanic                                         | 34.91            |
| 23550       | Machinist, Maintenance                                                 | 29.96            |
| 23580       | Maintenance Trades Helper                                              | 22.26            |
| 23591       | Metrology Technician I                                                 | 34.01            |
| 23592       | Metrology Technician II                                                | 35.33            |
| 23593       | Metrology Technician III                                               | 36.65            |
| 23640       | Millwright                                                             | 41.36            |
| 23710       | Office Appliance Repairer                                              | 30.06            |
| 23760       | Painter, Maintenance                                                   | 28.45            |
| 23790       | Pipefitter, Maintenance                                                | 38.18            |
| 23810       | Plumber, Maintenance                                                   | 36.75            |
| 23820       | Pneudraulic Systems Mechanic                                           | 40.06            |
| 23850       | Rigger                                                                 | 44.45            |
| 23870       | Scale Mechanic                                                         | 36.97            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 37.19            |
| 23910       | Small Engine Mechanic                                                  | 26.38            |
| 23931       | Telecommunications Mechanic I                                          | 35.34            |
| 23932       | Telecommunications Mechanic II                                         | 36.72            |
| 23950       | Telephone Lineman                                                      | 51.77            |



| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23960       | Welder, Combination, Maintenance                  | 29.25       |             |
| 23965       | Well Driller                                      | 37.66       |             |
| 23970       | Woodcraft Worker                                  | 40.06       |             |
| 23980       | Woodworker                                        | 33.12       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 22.78       |             |
| 24570       | Child Care Attendant                              | 17.57       | ***         |
| 24580       | Child Care Center Clerk                           | 21.90       |             |
| 24610       | Chore Aide                                        | 18.27       |             |
| 24620       | Family Readiness And Support Services Coordinator | 22.78       |             |
| 24630       | Homemaker                                         | 22.78       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 49.94       |             |
| 25040       | Sewage Plant Operator                             | 39.82       |             |
| 25070       | Stationary Engineer                               | 49.94       |             |
| 25190       | Ventilation Equipment Tender                      | 38.87       |             |
| 25210       | Water Treatment Plant Operator                    | 39.82       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 28.58       |             |
| 27007       | Baggage Inspector                                 | 20.21       |             |
| 27008       | Corrections Officer                               | 42.48       |             |
| 27010       | Court Security Officer                            | 43.70       |             |
| 27030       | Detection Dog Handler                             | 22.61       |             |
| 27040       | Detention Officer                                 | 42.48       |             |
| 27070       | Firefighter                                       | 48.42       |             |
| 27101       | Guard I                                           | 20.21       |             |
| 27102       | Guard II                                          | 22.61       |             |
| 27131       | Police Officer I                                  | 45.76       |             |
| 27132       | Police Officer II                                 | 50.84       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 21.02       |             |
| 28042       | Carnival Equipment Repairer                       | 22.33       |             |
| 28043       | Carnival Worker                                   | 17.07       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 22.60       |             |
| 28310       | Lifeguard                                         | 17.61       | ***         |
| 28350       | Park Attendant (Aide)                             | 25.28       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 18.95       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 28515       | Recreation Specialist                          | 31.33       |             |
| 28630       | Sports Official                                | 20.14       |             |
| 28690       | Swimming Pool Operator                         | 24.92       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 43.50       |             |
| 29020       | Hatch Tender                                   | 43.50       |             |
| 29030       | Line Handler                                   | 43.50       |             |
| 29041       | Stevedore I                                    | 39.63       |             |
| 29042       | Stevedore II                                   | 45.37       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 54.30       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 37.44       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 41.23       | see 2       |
| 30021       | Archeological Technician I                     | 23.42       |             |
| 30022       | Archeological Technician II                    | 26.20       |             |
| 30023       | Archeological Technician III                   | 32.45       |             |
| 30030       | Cartographic Technician                        | 32.45       |             |
| 30040       | Civil Engineering Technician                   | 32.57       |             |
| 30051       | Cryogenic Technician I                         | 35.94       |             |
| 30052       | Cryogenic Technician II                        | 39.68       |             |
| 30061       | Drafter/CAD Operator I                         | 23.42       |             |
| 30062       | Drafter/CAD Operator II                        | 26.20       |             |
| 30063       | Drafter/CAD Operator III                       | 29.20       |             |
| 30064       | Drafter/CAD Operator IV                        | 35.94       |             |
| 30081       | Engineering Technician I                       | 21.37       |             |
| 30082       | Engineering Technician II                      | 23.98       |             |
| 30083       | Engineering Technician III                     | 26.83       |             |
| 30084       | Engineering Technician IV                      | 33.23       |             |
| 30085       | Engineering Technician V                       | 40.64       |             |
| 30086       | Engineering Technician VI                      | 49.17       |             |
| 30090       | Environmental Technician                       | 28.63       |             |
| 30095       | Evidence Control Specialist                    | 32.45       |             |
| 30210       | Laboratory Technician                          | 28.58       |             |
| 30221       | Latent Fingerprint Technician I                | 34.45       |             |
| 30222       | Latent Fingerprint Technician II               | 38.05       |             |
| 30240       | Mathematical Technician                        | 39.22       |             |
| 30361       | Paralegal/Legal Assistant I                    | 25.38       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30362       | Paralegal/Legal Assistant II                             | 31.45            |
| 30363       | Paralegal/Legal Assistant III                            | 38.46            |
| 30364       | Paralegal/Legal Assistant IV                             | 46.53            |
| 30375       | Petroleum Supply Specialist                              | 39.68            |
| 30390       | Photo-Optics Technician                                  | 32.45            |
| 30395       | Radiation Control Technician                             | 39.68            |
| 30461       | Technical Writer I                                       | 32.85            |
| 30462       | Technical Writer II                                      | 40.18            |
| 30463       | Technical Writer III                                     | 48.61            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 34.51            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 41.75            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 50.04            |
| 30494       | Unexploded (UXO) Safety Escort                           | 34.51            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 34.51            |
| 30501       | Weather Forecaster I                                     | 35.94            |
| 30502       | Weather Forecaster II                                    | 43.72            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 29.20 see 2      |
| 30621       | Weather Observer, Senior                                 | 32.45 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 41.75            |
| 31020       | Bus Aide                                                 | 28.36            |
| 31030       | Bus Driver                                               | 35.24            |
| 31043       | Driver Courier                                           | 21.21            |
| 31260       | Parking and Lot Attendant                                | 17.08 ***        |
| 31290       | Shuttle Bus Driver                                       | 21.44            |
| 31310       | Taxi Driver                                              | 18.40            |
| 31361       | Truckdriver, Light                                       | 22.53            |
| 31362       | Truckdriver, Medium                                      | 23.86            |
| 31363       | Truckdriver, Heavy                                       | 31.36            |
| 31364       | Truckdriver, Tractor-Trailer                             | 31.36            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 20.36            |
| 99030       | Cashier                                                  | 17.04 ***        |
| 99050       | Desk Clerk                                               | 20.11            |
| 99095       | Embalmer                                                 | 41.23            |
| 99130       | Flight Follower                                          | 34.51            |
| 99251       | Laboratory Animal Caretaker I                            | 21.53            |

| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 99252       | Laboratory Animal Caretaker II  | 22.87            |
| 99260       | Marketing Analyst               | 46.81            |
| 99310       | Mortician                       | 41.23            |
| 99410       | Pest Controller                 | 23.29            |
| 99510       | Photofinishing Worker           | 27.57            |
| 99710       | Recycling Laborer               | 32.93            |
| 99711       | Recycling Specialist            | 37.69            |
| 99730       | Refuse Collector                | 30.61            |
| 99810       | Sales Clerk                     | 17.96            |
| 99820       | School Crossing Guard           | 21.03            |
| 99830       | Survey Party Chief              | 35.00            |
| 99831       | Surveying Aide                  | 22.87            |
| 99832       | Surveying Technician            | 30.18            |
| 99840       | Vending Machine Attendant       | 28.92            |
| 99841       | Vending Machine Repairer        | 34.29            |
| 99842       | Vending Machine Repairer Helper | 28.92            |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5775**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 05/06/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York County of Jefferson

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.83       |             |
| 01012       | Accounting Clerk II                             | 20.02       |             |
| 01013       | Accounting Clerk III                            | 22.39       |             |
| 01020       | Administrative Assistant                        | 32.32       |             |
| 01035       | Court Reporter                                  | 21.31       |             |
| 01041       | Customer Service Representative I               | 15.50       | ***         |
| 01042       | Customer Service Representative II              | 16.91       | ***         |
| 01043       | Customer Service Representative III             | 18.98       |             |
| 01051       | Data Entry Operator I                           | 15.55       | ***         |
| 01052       | Data Entry Operator II                          | 16.97       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.91       |             |
| 01070       | Document Preparation Clerk                      | 16.14       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.14       | ***         |
| 01111       | General Clerk I                                 | 15.53       | ***         |
| 01112       | General Clerk II                                | 16.95       | ***         |
| 01113       | General Clerk III                               | 19.02       |             |
| 01120       | Housing Referral Assistant                      | 23.75       |             |
| 01141       | Messenger Courier                               | 14.72       | ***         |
| 01191       | Order Clerk I                                   | 15.55       | ***         |
| 01192       | Order Clerk II                                  | 16.97       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 19.53       |             |
| 01262       | Personnel Assistant (Employment) II             | 21.85       |             |
| 01263       | Personnel Assistant (Employment) III            | 24.35       |             |
| 01270       | Production Control Clerk                        | 23.31       |             |
| 01290       | Rental Clerk                                    | 19.28       |             |
| 01300       | Scheduler, Maintenance                          | 19.05       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 19.05       |             |
| 01312       | Secretary II                             | 21.31       |             |
| 01313       | Secretary III                            | 23.75       |             |
| 01320       | Service Order Dispatcher                 | 19.59       |             |
| 01410       | Supply Technician                        | 32.32       |             |
| 01420       | Survey Worker                            | 17.57       | ***         |
| 01460       | Switchboard Operator/Receptionist        | 17.64       | ***         |
| 01531       | Travel Clerk I                           | 16.97       | ***         |
| 01532       | Travel Clerk II                          | 19.05       |             |
| 01533       | Travel Clerk III                         | 21.31       |             |
| 01611       | Word Processor I                         | 17.24       | ***         |
| 01612       | Word Processor II                        | 19.36       |             |
| 01613       | Word Processor III                       | 21.65       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 22.47       |             |
| 05010       | Automotive Electrician                   | 21.47       |             |
| 05040       | Automotive Glass Installer               | 20.45       |             |
| 05070       | Automotive Worker                        | 20.45       |             |
| 05110       | Mobile Equipment Servicer                | 18.44       |             |
| 05130       | Motor Equipment Metal Mechanic           | 22.52       |             |
| 05160       | Motor Equipment Metal Worker             | 20.45       |             |
| 05190       | Motor Vehicle Mechanic                   | 22.52       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 17.47       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 19.39       |             |
| 05280       | Motor Vehicle Wrecker                    | 20.45       |             |
| 05310       | Painter, Automotive                      | 21.47       |             |
| 05340       | Radiator Repair Specialist               | 20.45       |             |
| 05370       | Tire Repairer                            | 18.44       |             |
| 05400       | Transmission Repair Specialist           | 22.52       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 18.91       |             |
| 07041       | Cook I                                   | 17.85       |             |
| 07042       | Cook II                                  | 19.80       |             |
| 07070       | Dishwasher                               | 15.00       | ***         |
| 07130       | Food Service Worker                      | 15.90       | ***         |
| 07210       | Meat Cutter                              | 22.33       |             |
| 07260       | Waiter/Waitress                          | 18.11       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 30.81       |             |
| 09040       | Furniture Handler                            | 23.01       |             |
| 09080       | Furniture Refinisher                         | 30.81       |             |
| 09090       | Furniture Refinisher Helper                  | 25.82       |             |
| 09110       | Furniture Repairer, Minor                    | 28.30       |             |
| 09130       | Upholsterer                                  | 30.81       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.28       | ***         |
| 11060       | Elevator Operator                            | 17.25       | ***         |
| 11090       | Gardener                                     | 20.75       |             |
| 11122       | Housekeeping Aide                            | 17.25       | ***         |
| 11150       | Janitor                                      | 17.25       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.54       | ***         |
| 11240       | Maid or Houseman                             | 16.26       | ***         |
| 11260       | Pruner                                       | 16.45       | ***         |
| 11270       | Tractor Operator                             | 19.67       |             |
| 11330       | Trail Maintenance Worker                     | 17.54       | ***         |
| 11360       | Window Cleaner                               | 18.40       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 17.93       |             |
| 12011       | Breath Alcohol Technician                    | 23.83       |             |
| 12012       | Certified Occupational Therapist Assistant   | 32.70       |             |
| 12015       | Certified Physical Therapist Assistant       | 32.70       |             |
| 12020       | Dental Assistant                             | 20.37       |             |
| 12025       | Dental Hygienist                             | 38.22       |             |
| 12030       | EKG Technician                               | 36.12       |             |
| 12035       | Electroneurodiagnostic Technologist          | 36.12       |             |
| 12040       | Emergency Medical Technician                 | 17.93       |             |
| 12071       | Licensed Practical Nurse I                   | 21.31       |             |
| 12072       | Licensed Practical Nurse II                  | 23.83       |             |
| 12073       | Licensed Practical Nurse III                 | 26.58       |             |
| 12100       | Medical Assistant                            | 18.23       |             |
| 12130       | Medical Laboratory Technician                | 37.42       |             |
| 12160       | Medical Record Clerk                         | 21.04       |             |
| 12190       | Medical Record Technician                    | 23.53       |             |
| 12195       | Medical Transcriptionist                     | 21.31       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 52.37       |             |
| 12221       | Nursing Assistant I                                  | 13.31       | ***         |
| 12222       | Nursing Assistant II                                 | 14.98       | ***         |
| 12223       | Nursing Assistant III                                | 16.35       | ***         |
| 12224       | Nursing Assistant IV                                 | 18.35       |             |
| 12235       | Optical Dispenser                                    | 24.01       |             |
| 12236       | Optical Technician                                   | 21.31       |             |
| 12250       | Pharmacy Technician                                  | 17.95       |             |
| 12280       | Phlebotomist                                         | 19.88       |             |
| 12305       | Radiologic Technologist                              | 36.03       |             |
| 12311       | Registered Nurse I                                   | 27.35       |             |
| 12312       | Registered Nurse II                                  | 33.45       |             |
| 12313       | Registered Nurse II, Specialist                      | 33.45       |             |
| 12314       | Registered Nurse III                                 | 40.48       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 40.48       |             |
| 12316       | Registered Nurse IV                                  | 48.53       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 29.52       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 27.40       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.96       |             |
| 13012       | Exhibits Specialist II                               | 25.97       |             |
| 13013       | Exhibits Specialist III                              | 31.77       |             |
| 13041       | Illustrator I                                        | 20.96       |             |
| 13042       | Illustrator II                                       | 25.97       |             |
| 13043       | Illustrator III                                      | 31.77       |             |
| 13047       | Librarian                                            | 28.76       |             |
| 13050       | Library Aide/Clerk                                   | 16.32       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.97       |             |
| 13058       | Library Technician                                   | 20.96       |             |
| 13061       | Media Specialist I                                   | 18.74       |             |
| 13062       | Media Specialist II                                  | 20.96       |             |
| 13063       | Media Specialist III                                 | 23.37       |             |
| 13071       | Photographer I                                       | 18.74       |             |
| 13072       | Photographer II                                      | 20.96       |             |
| 13073       | Photographer III                                     | 25.97       |             |
| 13074       | Photographer IV                                      | 31.77       |             |
| 13075       | Photographer V                                       | 38.43       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 20.49       |             |
| 13110       | Video Teleconference Technician                         | 19.73       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 14.30       | ***         |
| 14042       | Computer Operator II                                    | 15.44       | ***         |
| 14043       | Computer Operator III                                   | 17.83       |             |
| 14044       | Computer Operator IV                                    | 19.81       |             |
| 14045       | Computer Operator V                                     | 21.93       |             |
| 14071       | Computer Programmer I                                   | 19.43       | see 1       |
| 14072       | Computer Programmer II                                  | 24.08       | 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                           | 14.30       | ***         |
| 14160       | Personal Computer Support Technician                    | 19.81       |             |
| 14170       | System Support Specialist                               | 21.93       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 29.11       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 35.60       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 42.21       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 29.11       |             |
| 15060       | Educational Technologist                                | 37.59       |             |
| 15070       | Flight Instructor (Pilot)                               | 42.21       |             |
| 15080       | Graphic Artist                                          | 27.74       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 38.39       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 38.39       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 38.39       |             |
| 15090       | Technical Instructor                                    | 25.93       |             |
| 15095       | Technical Instructor/Course Developer                   | 31.71       |             |
| 15110       | Test Proctor                                            | 20.92       |             |
| 15120       | Tutor                                                   | 20.92       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 17.23       | ***         |
| 16030       | Counter Attendant                                       | 17.23       | ***         |
| 16040       | Dry Cleaner                                             | 19.69       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 17.23       | ***         |
| 16090       | Presser, Hand                                     | 17.23       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 17.23       | ***         |
| 16130       | Presser, Machine, Shirts                          | 17.23       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 17.23       | ***         |
| 16190       | Sewing Machine Operator                           | 20.51       |             |
| 16220       | Tailor                                            | 21.33       |             |
| 16250       | Washer, Machine                                   | 18.05       |             |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 31.72       |             |
| 19040       | Tool And Die Maker                                | 37.72       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 21.92       |             |
| 21030       | Material Coordinator                              | 23.31       |             |
| 21040       | Material Expediter                                | 23.31       |             |
| 21050       | Material Handling Laborer                         | 17.94       |             |
| 21071       | Order Filler                                      | 19.26       |             |
| 21080       | Production Line Worker (Food Processing)          | 21.92       |             |
| 21110       | Shipping Packer                                   | 21.32       |             |
| 21130       | Shipping/Receiving Clerk                          | 21.32       |             |
| 21140       | Store Worker I                                    | 16.85       | ***         |
| 21150       | Stock Clerk                                       | 20.39       |             |
| 21210       | Tools And Parts Attendant                         | 21.92       |             |
| 21410       | Warehouse Specialist                              | 21.92       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 34.85       |             |
| 23019       | Aircraft Logs and Records Technician              | 28.64       |             |
| 23021       | Aircraft Mechanic I                               | 33.28       |             |
| 23022       | Aircraft Mechanic II                              | 34.85       |             |
| 23023       | Aircraft Mechanic III                             | 36.27       |             |
| 23040       | Aircraft Mechanic Helper                          | 25.82       |             |
| 23050       | Aircraft, Painter                                 | 31.72       |             |
| 23060       | Aircraft Servicer                                 | 28.64       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 31.72       |             |
| 23080       | Aircraft Worker                                   | 30.20       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 30.20       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 33.28       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23110       | Appliance Mechanic                                                     | 30.81            |
| 23120       | Bicycle Repairer                                                       | 26.48            |
| 23125       | Cable Splicer                                                          | 45.74            |
| 23130       | Carpenter, Maintenance                                                 | 27.49            |
| 23140       | Carpet Layer                                                           | 30.20            |
| 23160       | Electrician, Maintenance                                               | 36.21            |
| 23181       | Electronics Technician Maintenance I                                   | 30.20            |
| 23182       | Electronics Technician Maintenance II                                  | 31.71            |
| 23183       | Electronics Technician Maintenance III                                 | 33.28            |
| 23260       | Fabric Worker                                                          | 28.64            |
| 23290       | Fire Alarm System Mechanic                                             | 33.28            |
| 23310       | Fire Extinguisher Repairer                                             | 27.24            |
| 23311       | Fuel Distribution System Mechanic                                      | 34.06            |
| 23312       | Fuel Distribution System Operator                                      | 27.88            |
| 23370       | General Maintenance Worker                                             | 22.69            |
| 23380       | Ground Support Equipment Mechanic                                      | 33.28            |
| 23381       | Ground Support Equipment Servicer                                      | 28.64            |
| 23382       | Ground Support Equipment Worker                                        | 30.20            |
| 23391       | Gunsmith I                                                             | 27.24            |
| 23392       | Gunsmith II                                                            | 30.20            |
| 23393       | Gunsmith III                                                           | 33.28            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 28.91            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 30.28            |
| 23430       | Heavy Equipment Mechanic                                               | 30.07            |
| 23440       | Heavy Equipment Operator                                               | 29.97            |
| 23460       | Instrument Mechanic                                                    | 33.28            |
| 23465       | Laboratory/Shelter Mechanic                                            | 31.72            |
| 23470       | Laborer                                                                | 17.94            |
| 23510       | Locksmith                                                              | 31.72            |
| 23530       | Machinery Maintenance Mechanic                                         | 27.65            |
| 23550       | Machinist, Maintenance                                                 | 32.32            |
| 23580       | Maintenance Trades Helper                                              | 25.82            |
| 23591       | Metrology Technician I                                                 | 33.28            |
| 23592       | Metrology Technician II                                                | 34.85            |
| 23593       | Metrology Technician III                                               | 36.27            |
| 23640       | Millwright                                                             | 33.28            |
| 23710       | Office Appliance Repairer                                              | 31.35            |



| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 24.22       |             |
| 23790                                         | Pipefitter, Maintenance                           | 35.37       |             |
| 23810                                         | Plumber, Maintenance                              | 32.91       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 33.28       |             |
| 23850                                         | Rigger                                            | 33.28       |             |
| 23870                                         | Scale Mechanic                                    | 30.20       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 34.91       |             |
| 23910                                         | Small Engine Mechanic                             | 30.20       |             |
| 23931                                         | Telecommunications Mechanic I                     | 30.97       |             |
| 23932                                         | Telecommunications Mechanic II                    | 32.44       |             |
| 23950                                         | Telephone Lineman                                 | 34.06       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 31.31       |             |
| 23965                                         | Well Driller                                      | 33.28       |             |
| 23970                                         | Woodcraft Worker                                  | 33.28       |             |
| 23980                                         | Woodworker                                        | 27.24       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 19.88       |             |
| 24570                                         | Child Care Attendant                              | 15.00       | ***         |
| 24580                                         | Child Care Center Clerk                           | 18.70       |             |
| 24610                                         | Chore Aide                                        | 16.74       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 19.88       |             |
| 24630                                         | Homemaker                                         | 20.01       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 26.93       |             |
| 25040                                         | Sewage Plant Operator                             | 25.68       |             |
| 25070                                         | Stationary Engineer                               | 26.93       |             |
| 25190                                         | Ventilation Equipment Tender                      | 20.89       |             |
| 25210                                         | Water Treatment Plant Operator                    | 25.68       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 21.91       |             |
| 27007                                         | Baggage Inspector                                 | 19.59       |             |
| 27008                                         | Corrections Officer                               | 34.42       |             |
| 27010                                         | Court Security Officer                            | 34.42       |             |
| 27030                                         | Detection Dog Handler                             | 21.91       |             |
| 27040                                         | Detention Officer                                 | 34.42       |             |
| 27070                                         | Firefighter                                       | 34.42       |             |
| 27101                                         | Guard I                                           | 19.59       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 21.91       |             |
| 27131       | Police Officer I                               | 35.34       |             |
| 27132       | Police Officer II                              | 39.29       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 16.99       | ***         |
| 28042       | Carnival Equipment Repairer                    | 17.92       |             |
| 28043       | Carnival Worker                                | 14.20       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 21.30       |             |
| 28310       | Lifeguard                                      | 16.12       | ***         |
| 28350       | Park Attendant (Aide)                          | 23.82       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 17.38       | ***         |
| 28515       | Recreation Specialist                          | 29.51       |             |
| 28630       | Sports Official                                | 18.97       |             |
| 28690       | Swimming Pool Operator                         | 19.87       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 30.20       |             |
| 29020       | Hatch Tender                                   | 30.20       |             |
| 29030       | Line Handler                                   | 30.20       |             |
| 29041       | Stevedore I                                    | 28.64       |             |
| 29042       | Stevedore II                                   | 31.72       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99       | see 2       |
| 30021       | Archeological Technician I                     | 17.50       | ***         |
| 30022       | Archeological Technician II                    | 19.60       |             |
| 30023       | Archeological Technician III                   | 24.24       |             |
| 30030       | Cartographic Technician                        | 24.24       |             |
| 30040       | Civil Engineering Technician                   | 22.54       |             |
| 30051       | Cryogenic Technician I                         | 26.86       |             |
| 30052       | Cryogenic Technician II                        | 29.67       |             |
| 30061       | Drafter/CAD Operator I                         | 17.50       | ***         |
| 30062       | Drafter/CAD Operator II                        | 19.60       |             |
| 30063       | Drafter/CAD Operator III                       | 21.84       |             |
| 30064       | Drafter/CAD Operator IV                        | 26.86       |             |
| 30081       | Engineering Technician I                       | 16.44       | ***         |
| 30082       | Engineering Technician II                      | 18.45       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30083       | Engineering Technician III                               | 20.64            |
| 30084       | Engineering Technician IV                                | 25.58            |
| 30085       | Engineering Technician V                                 | 31.29            |
| 30086       | Engineering Technician VI                                | 37.84            |
| 30090       | Environmental Technician                                 | 22.54            |
| 30095       | Evidence Control Specialist                              | 21.10            |
| 30210       | Laboratory Technician                                    | 21.88            |
| 30221       | Latent Fingerprint Technician I                          | 26.86            |
| 30222       | Latent Fingerprint Technician II                         | 29.67            |
| 30240       | Mathematical Technician                                  | 24.24            |
| 30361       | Paralegal/Legal Assistant I                              | 21.38            |
| 30362       | Paralegal/Legal Assistant II                             | 26.49            |
| 30363       | Paralegal/Legal Assistant III                            | 32.40            |
| 30364       | Paralegal/Legal Assistant IV                             | 39.20            |
| 30375       | Petroleum Supply Specialist                              | 25.81            |
| 30390       | Photo-Optics Technician                                  | 24.24            |
| 30395       | Radiation Control Technician                             | 25.81            |
| 30461       | Technical Writer I                                       | 23.77            |
| 30462       | Technical Writer II                                      | 29.08            |
| 30463       | Technical Writer III                                     | 35.18            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46            |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28            |
| 30501       | Weather Forecaster I                                     | 26.86            |
| 30502       | Weather Forecaster II                                    | 32.69            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 21.84 see 2      |
| 30621       | Weather Observer, Senior                                 | 24.24 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 35.43            |
| 31020       | Bus Aide                                                 | 15.74 ***        |
| 31030       | Bus Driver                                               | 19.60            |
| 31043       | Driver Courier                                           | 17.46 ***        |
| 31260       | Parking and Lot Attendant                                | 14.60 ***        |
| 31290       | Shuttle Bus Driver                                       | 17.55 ***        |
| 31310       | Taxi Driver                                              | 17.58 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 18.42       |             |
| 31362       | Truckdriver, Medium             | 19.38       |             |
| 31363       | Truckdriver, Heavy              | 25.70       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 25.70       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 17.27       | ***         |
| 99030       | Cashier                         | 15.00       | ***         |
| 99050       | Desk Clerk                      | 16.24       | ***         |
| 99095       | Embalmer                        | 29.28       |             |
| 99130       | Flight Follower                 | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I   | 21.56       |             |
| 99252       | Laboratory Animal Caretaker II  | 22.75       |             |
| 99260       | Marketing Analyst               | 30.74       |             |
| 99310       | Mortician                       | 29.28       |             |
| 99410       | Pest Controller                 | 23.93       |             |
| 99510       | Photofinishing Worker           | 15.39       | ***         |
| 99710       | Recycling Laborer               | 19.23       |             |
| 99711       | Recycling Specialist            | 21.56       |             |
| 99730       | Refuse Collector                | 18.03       |             |
| 99810       | Sales Clerk                     | 16.14       | ***         |
| 99820       | School Crossing Guard           | 18.03       |             |
| 99830       | Survey Party Chief              | 25.49       |             |
| 99831       | Surveying Aide                  | 14.74       | ***         |
| 99832       | Surveying Technician            | 20.21       |             |
| 99840       | Vending Machine Attendant       | 21.56       |             |
| 99841       | Vending Machine Repairer        | 25.23       |             |
| 99842       | Vending Machine Repairer Helper | 21.56       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all

occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5777**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 04/22/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York County of Dutchess

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate Note</b> |
|-------------|-------------------------------------------------|------------------|
| 01000       | Administrative Support And Clerical Occupations |                  |
| 01011       | Accounting Clerk I                              | 21.79            |
| 01012       | Accounting Clerk II                             | 24.45            |
| 01013       | Accounting Clerk III                            | 27.35            |
| 01020       | Administrative Assistant                        | 39.46            |
| 01035       | Court Reporter                                  | 34.85            |
| 01041       | Customer Service Representative I               | 18.64            |
| 01042       | Customer Service Representative II              | 20.34            |
| 01043       | Customer Service Representative III             | 22.82            |
| 01051       | Data Entry Operator I                           | 19.66            |
| 01052       | Data Entry Operator II                          | 21.45            |
| 01060       | Dispatcher, Motor Vehicle                       | 27.26            |
| 01070       | Document Preparation Clerk                      | 19.81            |
| 01090       | Duplicating Machine Operator                    | 19.81            |
| 01111       | General Clerk I                                 | 18.55            |
| 01112       | General Clerk II                                | 20.24            |
| 01113       | General Clerk III                               | 22.72            |
| 01120       | Housing Referral Assistant                      | 28.42            |
| 01141       | Messenger Courier                               | 20.10            |
| 01191       | Order Clerk I                                   | 19.06            |
| 01192       | Order Clerk II                                  | 20.80            |
| 01261       | Personnel Assistant (Employment) I              | 22.35            |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 01262       | Personnel Assistant (Employment) II      | 25.00            |
| 01263       | Personnel Assistant (Employment) III     | 27.86            |
| 01270       | Production Control Clerk                 | 28.91            |
| 01290       | Rental Clerk                             | 20.33            |
| 01300       | Scheduler, Maintenance                   | 22.79            |
| 01311       | Secretary I                              | 22.79            |
| 01312       | Secretary II                             | 25.50            |
| 01313       | Secretary III                            | 28.42            |
| 01320       | Service Order Dispatcher                 | 24.37            |
| 01410       | Supply Technician                        | 39.46            |
| 01420       | Survey Worker                            | 24.16            |
| 01460       | Switchboard Operator/Receptionist        | 19.02            |
| 01531       | Travel Clerk I                           | 21.18            |
| 01532       | Travel Clerk II                          | 23.49            |
| 01533       | Travel Clerk III                         | 25.51            |
| 01611       | Word Processor I                         | 19.90            |
| 01612       | Word Processor II                        | 22.34            |
| 01613       | Word Processor III                       | 24.99            |
| 05000       | Automotive Service Occupations           |                  |
| 05005       | Automobile Body Repairer, Fiberglass     | 28.01            |
| 05010       | Automotive Electrician                   | 26.09            |
| 05040       | Automotive Glass Installer               | 24.31            |
| 05070       | Automotive Worker                        | 24.31            |
| 05110       | Mobile Equipment Servicer                | 21.78            |
| 05130       | Motor Equipment Metal Mechanic           | 26.94            |
| 05160       | Motor Equipment Metal Worker             | 24.31            |
| 05190       | Motor Vehicle Mechanic                   | 26.94            |
| 05220       | Motor Vehicle Mechanic Helper            | 20.50            |
| 05250       | Motor Vehicle Upholstery Worker          | 23.06            |
| 05280       | Motor Vehicle Wrecker                    | 24.31            |
| 05310       | Painter, Automotive                      | 25.66            |
| 05340       | Radiator Repair Specialist               | 24.31            |
| 05370       | Tire Repairer                            | 19.16            |
| 05400       | Transmission Repair Specialist           | 26.94            |
| 07000       | Food Preparation And Service Occupations |                  |
| 07010       | Baker                                    | 18.00            |
| 07041       | Cook I                                   | 21.38            |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 23.86       |             |
| 07070       | Dishwasher                                   | 16.75       | ***         |
| 07130       | Food Service Worker                          | 17.65       | ***         |
| 07210       | Meat Cutter                                  | 22.99       |             |
| 07260       | Waiter/Waitress                              | 20.15       |             |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 23.22       |             |
| 09040       | Furniture Handler                            | 16.41       | ***         |
| 09080       | Furniture Refinisher                         | 22.63       |             |
| 09090       | Furniture Refinisher Helper                  | 18.79       |             |
| 09110       | Furniture Repairer, Minor                    | 21.14       |             |
| 09130       | Upholsterer                                  | 22.88       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 19.29       |             |
| 11060       | Elevator Operator                            | 18.86       |             |
| 11090       | Gardener                                     | 25.49       |             |
| 11122       | Housekeeping Aide                            | 18.86       |             |
| 11150       | Janitor                                      | 18.86       |             |
| 11210       | Laborer, Grounds Maintenance                 | 20.96       |             |
| 11240       | Maid or Houseman                             | 19.18       |             |
| 11260       | Pruner                                       | 19.48       |             |
| 11270       | Tractor Operator                             | 23.99       |             |
| 11330       | Trail Maintenance Worker                     | 20.96       |             |
| 11360       | Window Cleaner                               | 20.29       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 22.39       |             |
| 12011       | Breath Alcohol Technician                    | 28.59       |             |
| 12012       | Certified Occupational Therapist Assistant   | 35.79       |             |
| 12015       | Certified Physical Therapist Assistant       | 33.14       |             |
| 12020       | Dental Assistant                             | 22.86       |             |
| 12025       | Dental Hygienist                             | 47.61       |             |
| 12030       | EKG Technician                               | 40.00       |             |
| 12035       | Electroneurodiagnostic Technologist          | 40.00       |             |
| 12040       | Emergency Medical Technician                 | 22.39       |             |
| 12071       | Licensed Practical Nurse I                   | 25.56       |             |
| 12072       | Licensed Practical Nurse II                  | 28.59       |             |
| 12073       | Licensed Practical Nurse III                 | 31.88       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 22.37       |             |
| 12130       | Medical Laboratory Technician                        | 42.41       |             |
| 12160       | Medical Record Clerk                                 | 26.36       |             |
| 12190       | Medical Record Technician                            | 29.49       |             |
| 12195       | Medical Transcriptionist                             | 22.57       |             |
| 12210       | Nuclear Medicine Technologist                        | 56.43       |             |
| 12221       | Nursing Assistant I                                  | 16.26       | ***         |
| 12222       | Nursing Assistant II                                 | 18.29       |             |
| 12223       | Nursing Assistant III                                | 19.96       |             |
| 12224       | Nursing Assistant IV                                 | 22.40       |             |
| 12235       | Optical Dispenser                                    | 29.93       |             |
| 12236       | Optical Technician                                   | 21.49       |             |
| 12250       | Pharmacy Technician                                  | 19.98       |             |
| 12280       | Phlebotomist                                         | 23.30       |             |
| 12305       | Radiologic Technologist                              | 42.77       |             |
| 12311       | Registered Nurse I                                   | 32.76       |             |
| 12312       | Registered Nurse II                                  | 38.41       |             |
| 12313       | Registered Nurse II, Specialist                      | 38.41       |             |
| 12314       | Registered Nurse III                                 | 49.39       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 49.39       |             |
| 12316       | Registered Nurse IV                                  | 59.22       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 35.42       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 29.83       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 27.27       |             |
| 13012       | Exhibits Specialist II                               | 33.78       |             |
| 13013       | Exhibits Specialist III                              | 41.32       |             |
| 13041       | Illustrator I                                        | 31.66       |             |
| 13042       | Illustrator II                                       | 39.22       |             |
| 13043       | Illustrator III                                      | 47.25       |             |
| 13047       | Librarian                                            | 37.84       |             |
| 13050       | Library Aide/Clerk                                   | 17.78       |             |
| 13054       | Library Information Technology Systems Administrator | 34.17       |             |
| 13058       | Library Technician                                   | 23.07       |             |
| 13061       | Media Specialist I                                   | 24.65       |             |
| 13062       | Media Specialist II                                  | 27.58       |             |
| 13063       | Media Specialist III                                 | 30.75       |             |

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 22.76       |             |
| 13072       | Photographer II                                 | 25.46       |             |
| 13073       | Photographer III                                | 31.55       |             |
| 13074       | Photographer IV                                 | 38.59       |             |
| 13075       | Photographer V                                  | 46.69       |             |
| 13090       | Technical Order Library Clerk                   | 22.32       |             |
| 13110       | Video Teleconference Technician                 | 30.64       |             |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 29.56       |             |
| 14042       | Computer Operator II                            | 33.07       |             |
| 14043       | Computer Operator III                           | 36.87       |             |
| 14044       | Computer Operator IV                            | 40.96       |             |
| 14045       | Computer Operator V                             | 45.36       |             |
| 14071       | Computer Programmer I                           |             | see 1       |
| 14072       | Computer Programmer II                          |             | see 1       |
| 14073       | Computer Programmer III                         |             | see 1       |
| 14074       | Computer Programmer IV                          |             | see 1       |
| 14101       | Computer Systems Analyst I                      |             | see 1       |
| 14102       | Computer Systems Analyst II                     |             | see 1       |
| 14103       | Computer Systems Analyst III                    |             | see 1       |
| 14150       | Peripheral Equipment Operator                   | 29.56       |             |
| 14160       | Personal Computer Support Technician            | 40.96       |             |
| 14170       | System Support Specialist                       | 45.36       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 42.02       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 50.83       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 60.93       |             |
| 15050       | Computer Based Training Specialist / Instructor | 42.02       |             |
| 15060       | Educational Technologist                        | 38.90       |             |
| 15070       | Flight Instructor (Pilot)                       | 60.93       |             |
| 15080       | Graphic Artist                                  | 37.28       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 60.93       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 60.93       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 60.93       |             |
| 15090       | Technical Instructor                            | 30.80       |             |
| 15095       | Technical Instructor/Course Developer           | 37.68       |             |
| 15110       | Test Proctor                                    | 24.86       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate Note</b> |
|-------------|---------------------------------------------------------|------------------|
| 15120       | Tutor                                                   | 24.86            |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |                  |
| 16010       | Assembler                                               | 19.56            |
| 16030       | Counter Attendant                                       | 19.56            |
| 16040       | Dry Cleaner                                             | 22.36            |
| 16070       | Finisher, Flatwork, Machine                             | 19.56            |
| 16090       | Presser, Hand                                           | 19.56            |
| 16110       | Presser, Machine, Drycleaning                           | 19.56            |
| 16130       | Presser, Machine, Shirts                                | 19.56            |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 19.56            |
| 16190       | Sewing Machine Operator                                 | 23.27            |
| 16220       | Tailor                                                  | 24.21            |
| 16250       | Washer, Machine                                         | 20.49            |
| 19000       | Machine Tool Operation And Repair Occupations           |                  |
| 19010       | Machine-Tool Operator (Tool Room)                       | 28.84            |
| 19040       | Tool And Die Maker                                      | 33.42            |
| 21000       | Materials Handling And Packing Occupations              |                  |
| 21020       | Forklift Operator                                       | 23.42            |
| 21030       | Material Coordinator                                    | 28.91            |
| 21040       | Material Expediter                                      | 28.91            |
| 21050       | Material Handling Laborer                               | 19.46            |
| 21071       | Order Filler                                            | 19.05            |
| 21080       | Production Line Worker (Food Processing)                | 23.42            |
| 21110       | Shipping Packer                                         | 21.73            |
| 21130       | Shipping/Receiving Clerk                                | 21.73            |
| 21140       | Store Worker I                                          | 20.32            |
| 21150       | Stock Clerk                                             | 25.47            |
| 21210       | Tools And Parts Attendant                               | 23.42            |
| 21410       | Warehouse Specialist                                    | 23.42            |
| 23000       | Mechanics And Maintenance And Repair Occupations        |                  |
| 23010       | Aerospace Structural Welder                             | 44.73            |
| 23019       | Aircraft Logs and Records Technician                    | 37.70            |
| 23021       | Aircraft Mechanic I                                     | 43.05            |
| 23022       | Aircraft Mechanic II                                    | 44.73            |
| 23023       | Aircraft Mechanic III                                   | 46.40            |
| 23040       | Aircraft Mechanic Helper                                | 33.51            |
| 23050       | Aircraft, Painter                                       | 41.44            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23060       | Aircraft Servicer                                                      | 37.70            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 41.44            |
| 23080       | Aircraft Worker                                                        | 39.73            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 39.73            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 43.05            |
| 23110       | Appliance Mechanic                                                     | 30.15            |
| 23120       | Bicycle Repairer                                                       | 23.36            |
| 23125       | Cable Splicer                                                          | 60.58            |
| 23130       | Carpenter, Maintenance                                                 | 32.74            |
| 23140       | Carpet Layer                                                           | 31.86            |
| 23160       | Electrician, Maintenance                                               | 37.10            |
| 23181       | Electronics Technician Maintenance I                                   | 36.43            |
| 23182       | Electronics Technician Maintenance II                                  | 37.99            |
| 23183       | Electronics Technician Maintenance III                                 | 39.47            |
| 23260       | Fabric Worker                                                          | 41.90            |
| 23290       | Fire Alarm System Mechanic                                             | 32.56            |
| 23310       | Fire Extinguisher Repairer                                             | 31.03            |
| 23311       | Fuel Distribution System Mechanic                                      | 48.19            |
| 23312       | Fuel Distribution System Operator                                      | 39.84            |
| 23370       | General Maintenance Worker                                             | 26.65            |
| 23380       | Ground Support Equipment Mechanic                                      | 43.05            |
| 23381       | Ground Support Equipment Servicer                                      | 37.70            |
| 23382       | Ground Support Equipment Worker                                        | 39.73            |
| 23391       | Gunsmith I                                                             | 31.03            |
| 23392       | Gunsmith II                                                            | 34.63            |
| 23393       | Gunsmith III                                                           | 37.53            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 35.25            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 36.62            |
| 23430       | Heavy Equipment Mechanic                                               | 36.87            |
| 23440       | Heavy Equipment Operator                                               | 42.62            |
| 23460       | Instrument Mechanic                                                    | 33.95            |
| 23465       | Laboratory/Shelter Mechanic                                            | 36.12            |
| 23470       | Laborer                                                                | 19.46            |
| 23510       | Locksmith                                                              | 31.09            |
| 23530       | Machinery Maintenance Mechanic                                         | 31.74            |
| 23550       | Machinist, Maintenance                                                 | 28.52            |
| 23580       | Maintenance Trades Helper                                              | 21.32            |



| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23591       | Metrology Technician I                            | 35.66       |             |
| 23592       | Metrology Technician II                           | 37.06       |             |
| 23593       | Metrology Technician III                          | 38.45       |             |
| 23640       | Millwright                                        | 39.56       |             |
| 23710       | Office Appliance Repairer                         | 29.06       |             |
| 23760       | Painter, Maintenance                              | 28.45       |             |
| 23790       | Pipefitter, Maintenance                           | 38.07       |             |
| 23810       | Plumber, Maintenance                              | 36.64       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 37.53       |             |
| 23850       | Rigger                                            | 40.41       |             |
| 23870       | Scale Mechanic                                    | 34.63       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 35.65       |             |
| 23910       | Small Engine Mechanic                             | 23.98       |             |
| 23931       | Telecommunications Mechanic I                     | 35.34       |             |
| 23932       | Telecommunications Mechanic II                    | 36.72       |             |
| 23950       | Telephone Lineman                                 | 49.52       |             |
| 23960       | Welder, Combination, Maintenance                  | 27.65       |             |
| 23965       | Well Driller                                      | 37.06       |             |
| 23970       | Woodcraft Worker                                  | 37.53       |             |
| 23980       | Woodworker                                        | 31.03       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 22.52       |             |
| 24570       | Child Care Attendant                              | 17.34       | ***         |
| 24580       | Child Care Center Clerk                           | 21.63       |             |
| 24610       | Chore Aide                                        | 17.95       |             |
| 24620       | Family Readiness And Support Services Coordinator | 22.52       |             |
| 24630       | Homemaker                                         | 22.63       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 46.63       |             |
| 25040       | Sewage Plant Operator                             | 37.04       |             |
| 25070       | Stationary Engineer                               | 46.63       |             |
| 25190       | Ventilation Equipment Tender                      | 36.29       |             |
| 25210       | Water Treatment Plant Operator                    | 37.04       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 28.52       |             |
| 27007       | Baggage Inspector                                 | 19.12       |             |
| 27008       | Corrections Officer                               | 38.62       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27010       | Court Security Officer                         | 39.73       |             |
| 27030       | Detection Dog Handler                          | 21.39       |             |
| 27040       | Detention Officer                              | 38.62       |             |
| 27070       | Firefighter                                    | 44.02       |             |
| 27101       | Guard I                                        | 19.12       |             |
| 27102       | Guard II                                       | 21.39       |             |
| 27131       | Police Officer I                               | 41.60       |             |
| 27132       | Police Officer II                              | 46.22       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 20.44       |             |
| 28042       | Carnival Equipment Repairer                    | 21.71       |             |
| 28043       | Carnival Worker                                | 16.60       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 22.60       |             |
| 28310       | Lifeguard                                      | 16.58       | ***         |
| 28350       | Park Attendant (Aide)                          | 25.28       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 18.46       |             |
| 28515       | Recreation Specialist                          | 31.33       |             |
| 28630       | Sports Official                                | 20.14       |             |
| 28690       | Swimming Pool Operator                         | 24.24       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 37.98       |             |
| 29020       | Hatch Tender                                   | 37.98       |             |
| 29030       | Line Handler                                   | 37.98       |             |
| 29041       | Stevedore I                                    | 36.03       |             |
| 29042       | Stevedore II                                   | 39.61       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 54.30       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 37.44       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 41.23       | see 2       |
| 30021       | Archeological Technician I                     | 24.39       |             |
| 30022       | Archeological Technician II                    | 27.27       |             |
| 30023       | Archeological Technician III                   | 33.79       |             |
| 30030       | Cartographic Technician                        | 33.79       |             |
| 30040       | Civil Engineering Technician                   | 32.56       |             |
| 30051       | Cryogenic Technician I                         | 37.42       |             |
| 30052       | Cryogenic Technician II                        | 41.34       |             |
| 30061       | Drafter/CAD Operator I                         | 24.39       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30062       | Drafter/CAD Operator II                                  | 27.27            |
| 30063       | Drafter/CAD Operator III                                 | 30.40            |
| 30064       | Drafter/CAD Operator IV                                  | 37.42            |
| 30081       | Engineering Technician I                                 | 19.62            |
| 30082       | Engineering Technician II                                | 22.47            |
| 30083       | Engineering Technician III                               | 25.28            |
| 30084       | Engineering Technician IV                                | 31.22            |
| 30085       | Engineering Technician V                                 | 39.40            |
| 30086       | Engineering Technician VI                                | 44.79            |
| 30090       | Environmental Technician                                 | 29.67            |
| 30095       | Evidence Control Specialist                              | 33.79            |
| 30210       | Laboratory Technician                                    | 28.48            |
| 30221       | Latent Fingerprint Technician I                          | 37.68            |
| 30222       | Latent Fingerprint Technician II                         | 41.61            |
| 30240       | Mathematical Technician                                  | 35.55            |
| 30361       | Paralegal/Legal Assistant I                              | 25.38            |
| 30362       | Paralegal/Legal Assistant II                             | 31.45            |
| 30363       | Paralegal/Legal Assistant III                            | 38.46            |
| 30364       | Paralegal/Legal Assistant IV                             | 46.53            |
| 30375       | Petroleum Supply Specialist                              | 41.34            |
| 30390       | Photo-Optics Technician                                  | 33.79            |
| 30395       | Radiation Control Technician                             | 41.34            |
| 30461       | Technical Writer I                                       | 33.55            |
| 30462       | Technical Writer II                                      | 41.04            |
| 30463       | Technical Writer III                                     | 49.64            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 34.51            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 41.75            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 50.04            |
| 30494       | Unexploded (UXO) Safety Escort                           | 34.51            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 34.51            |
| 30501       | Weather Forecaster I                                     | 37.42            |
| 30502       | Weather Forecaster II                                    | 45.52            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 30.40 see 2      |
| 30621       | Weather Observer, Senior                                 | 33.79 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 41.75            |
| 31020       | Bus Aide                                                 | 27.07            |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 34.86       |             |
| 31043       | Driver Courier                  | 20.42       |             |
| 31260       | Parking and Lot Attendant       | 17.66       | ***         |
| 31290       | Shuttle Bus Driver              | 19.88       |             |
| 31310       | Taxi Driver                     | 17.31       | ***         |
| 31361       | Truckdriver, Light              | 21.69       |             |
| 31362       | Truckdriver, Medium             | 22.97       |             |
| 31363       | Truckdriver, Heavy              | 29.91       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 29.91       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 20.36       |             |
| 99030       | Cashier                         | 16.72       | ***         |
| 99050       | Desk Clerk                      | 18.28       |             |
| 99095       | Embalmer                        | 41.23       |             |
| 99130       | Flight Follower                 | 34.51       |             |
| 99251       | Laboratory Animal Caretaker I   | 19.89       |             |
| 99252       | Laboratory Animal Caretaker II  | 21.13       |             |
| 99260       | Marketing Analyst               | 44.95       |             |
| 99310       | Mortician                       | 41.23       |             |
| 99410       | Pest Controller                 | 22.37       |             |
| 99510       | Photofinishing Worker           | 25.06       |             |
| 99710       | Recycling Laborer               | 31.88       |             |
| 99711       | Recycling Specialist            | 36.50       |             |
| 99730       | Refuse Collector                | 29.64       |             |
| 99810       | Sales Clerk                     | 17.41       | ***         |
| 99820       | School Crossing Guard           | 19.12       |             |
| 99830       | Survey Party Chief              | 33.34       |             |
| 99831       | Surveying Aide                  | 21.77       |             |
| 99832       | Surveying Technician            | 30.18       |             |
| 99840       | Vending Machine Attendant       | 27.14       |             |
| 99841       | Vending Machine Repairer        | 33.79       |             |
| 99842       | Vending Machine Repairer Helper | 27.95       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5779**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 04/29/2025

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Carolina

Area: North Carolina County of Rutherford

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.69       | ***         |
| 01012       | Accounting Clerk II                             | 18.75       |             |
| 01013       | Accounting Clerk III                            | 20.97       |             |
| 01020       | Administrative Assistant                        | 29.35       |             |
| 01035       | Court Reporter                                  | 21.89       |             |
| 01041       | Customer Service Representative I               | 14.96       | ***         |
| 01042       | Customer Service Representative II              | 16.32       | ***         |
| 01043       | Customer Service Representative III             | 18.31       |             |
| 01051       | Data Entry Operator I                           | 15.74       | ***         |
| 01052       | Data Entry Operator II                          | 17.18       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.45       |             |
| 01070       | Document Preparation Clerk                      | 17.44       | ***         |
| 01090       | Duplicating Machine Operator                    | 17.44       | ***         |
| 01111       | General Clerk I                                 | 16.10       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01112       | General Clerk II                     | 17.57       | ***         |
| 01113       | General Clerk III                    | 19.72       |             |
| 01120       | Housing Referral Assistant           | 24.40       |             |
| 01141       | Messenger Courier                    | 15.25       | ***         |
| 01191       | Order Clerk I                        | 17.62       | ***         |
| 01192       | Order Clerk II                       | 19.23       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.65       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.86       |             |
| 01263       | Personnel Assistant (Employment) III | 23.25       |             |
| 01270       | Production Control Clerk             | 23.16       |             |
| 01290       | Rental Clerk                         | 17.66       | ***         |
| 01300       | Scheduler, Maintenance               | 19.57       |             |
| 01311       | Secretary I                          | 19.57       |             |
| 01312       | Secretary II                         | 21.89       |             |
| 01313       | Secretary III                        | 24.40       |             |
| 01320       | Service Order Dispatcher             | 19.18       |             |
| 01410       | Supply Technician                    | 29.35       |             |
| 01420       | Survey Worker                        | 17.83       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.64       | ***         |
| 01531       | Travel Clerk I                       | 15.74       | ***         |
| 01532       | Travel Clerk II                      | 16.83       | ***         |
| 01533       | Travel Clerk III                     | 17.82       |             |
| 01611       | Word Processor I                     | 17.44       | ***         |
| 01612       | Word Processor II                    | 19.57       |             |
| 01613       | Word Processor III                   | 21.89       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.51       |             |
| 05010       | Automotive Electrician               | 19.24       |             |
| 05040       | Automotive Glass Installer           | 18.21       |             |
| 05070       | Automotive Worker                    | 18.21       |             |
| 05110       | Mobile Equipment Servicer            | 16.15       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 20.28       |             |
| 05160       | Motor Equipment Metal Worker         | 18.21       |             |
| 05190       | Motor Vehicle Mechanic               | 20.28       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 15.06       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 17.19       | ***         |
| 05280       | Motor Vehicle Wrecker                | 18.21       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05310       | Painter, Automotive                          | 19.24       |             |
| 05340       | Radiator Repair Specialist                   | 18.21       |             |
| 05370       | Tire Repairer                                | 15.48       | ***         |
| 05400       | Transmission Repair Specialist               | 20.28       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.53       | ***         |
| 07041       | Cook I                                       | 15.10       | ***         |
| 07042       | Cook II                                      | 17.03       | ***         |
| 07070       | Dishwasher                                   | 13.58       | ***         |
| 07130       | Food Service Worker                          | 12.88       | ***         |
| 07210       | Meat Cutter                                  | 16.63       | ***         |
| 07260       | Waiter/Waitress                              | 10.96       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.67       |             |
| 09040       | Furniture Handler                            | 11.90       | ***         |
| 09080       | Furniture Refinisher                         | 17.64       | ***         |
| 09090       | Furniture Refinisher Helper                  | 13.81       | ***         |
| 09110       | Furniture Repairer, Minor                    | 15.76       | ***         |
| 09130       | Upholsterer                                  | 20.56       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.76       | ***         |
| 11060       | Elevator Operator                            | 15.07       | ***         |
| 11090       | Gardener                                     | 20.72       |             |
| 11122       | Housekeeping Aide                            | 15.29       | ***         |
| 11150       | Janitor                                      | 15.29       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.21       | ***         |
| 11240       | Maid or Houseman                             | 13.74       | ***         |
| 11260       | Pruner                                       | 14.66       | ***         |
| 11270       | Tractor Operator                             | 19.32       |             |
| 11330       | Trail Maintenance Worker                     | 16.21       | ***         |
| 11360       | Window Cleaner                               | 16.91       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 18.83       |             |
| 12011       | Breath Alcohol Technician                    | 25.62       |             |
| 12012       | Certified Occupational Therapist Assistant   | 34.21       |             |
| 12015       | Certified Physical Therapist Assistant       | 31.11       |             |
| 12020       | Dental Assistant                             | 21.98       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12025       | Dental Hygienist                     | 39.53       |             |
| 12030       | EKG Technician                       | 33.14       |             |
| 12035       | Electroneurodiagnostic Technologist  | 33.14       |             |
| 12040       | Emergency Medical Technician         | 18.83       |             |
| 12071       | Licensed Practical Nurse I           | 22.90       |             |
| 12072       | Licensed Practical Nurse II          | 25.62       |             |
| 12073       | Licensed Practical Nurse III         | 28.56       |             |
| 12100       | Medical Assistant                    | 18.53       |             |
| 12130       | Medical Laboratory Technician        | 27.01       |             |
| 12160       | Medical Record Clerk                 | 17.63       | ***         |
| 12190       | Medical Record Technician            | 19.72       |             |
| 12195       | Medical Transcriptionist             | 18.93       |             |
| 12210       | Nuclear Medicine Technologist        | 42.81       |             |
| 12221       | Nursing Assistant I                  | 14.12       | ***         |
| 12222       | Nursing Assistant II                 | 15.89       | ***         |
| 12223       | Nursing Assistant III                | 17.34       | ***         |
| 12224       | Nursing Assistant IV                 | 19.46       |             |
| 12235       | Optical Dispenser                    | 20.01       |             |
| 12236       | Optical Technician                   | 20.82       |             |
| 12250       | Pharmacy Technician                  | 18.24       |             |
| 12280       | Phlebotomist                         | 17.64       | ***         |
| 12305       | Radiologic Technologist              | 30.86       |             |
| 12311       | Registered Nurse I                   | 27.75       |             |
| 12312       | Registered Nurse II                  | 33.95       |             |
| 12313       | Registered Nurse II, Specialist      | 33.95       |             |
| 12314       | Registered Nurse III                 | 41.09       |             |
| 12315       | Registered Nurse III, Anesthetist    | 41.09       |             |
| 12316       | Registered Nurse IV                  | 49.23       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 31.75       |             |
| 12320       | Substance Abuse Treatment Counselor  | 24.17       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 19.00       |             |
| 13012       | Exhibits Specialist II               | 23.54       |             |
| 13013       | Exhibits Specialist III              | 28.79       |             |
| 13041       | Illustrator I                        | 19.00       |             |
| 13042       | Illustrator II                       | 23.54       |             |
| 13043       | Illustrator III                      | 28.79       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13047       | Librarian                                            | 26.07       |             |
| 13050       | Library Aide/Clerk                                   | 14.34       | ***         |
| 13054       | Library Information Technology Systems Administrator | 23.54       |             |
| 13058       | Library Technician                                   | 20.13       |             |
| 13061       | Media Specialist I                                   | 16.99       | ***         |
| 13062       | Media Specialist II                                  | 19.00       |             |
| 13063       | Media Specialist III                                 | 21.18       |             |
| 13071       | Photographer I                                       | 16.56       | ***         |
| 13072       | Photographer II                                      | 18.52       |             |
| 13073       | Photographer III                                     | 22.94       |             |
| 13074       | Photographer IV                                      | 28.07       |             |
| 13075       | Photographer V                                       | 33.96       |             |
| 13090       | Technical Order Library Clerk                        | 16.80       | ***         |
| 13110       | Video Teleconference Technician                      | 18.49       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.99       |             |
| 14042       | Computer Operator II                                 | 21.24       |             |
| 14043       | Computer Operator III                                | 23.67       |             |
| 14044       | Computer Operator IV                                 | 26.32       |             |
| 14045       | Computer Operator V                                  | 29.14       |             |
| 14071       | Computer Programmer I                                | 23.94       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.99       |             |
| 14160       | Personal Computer Support Technician                 | 27.43       |             |
| 14170       | System Support Specialist                            | 29.14       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 31.81       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 38.49       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 46.15       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 31.81       |             |
| 15060       | Educational Technologist                             | 29.62       |             |
| 15070       | Flight Instructor (Pilot)                            | 46.15       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15080       | Graphic Artist                                          | 22.88       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.15       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.15       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.15       |             |
| 15090       | Technical Instructor                                    | 22.05       |             |
| 15095       | Technical Instructor/Course Developer                   | 26.97       |             |
| 15110       | Test Proctor                                            | 17.80       |             |
| 15120       | Tutor                                                   | 17.80       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.81       | ***         |
| 16030       | Counter Attendant                                       | 11.81       | ***         |
| 16040       | Dry Cleaner                                             | 14.51       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.81       | ***         |
| 16090       | Presser, Hand                                           | 11.81       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.81       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.81       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.81       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.38       | ***         |
| 16220       | Tailor                                                  | 16.25       | ***         |
| 16250       | Washer, Machine                                         | 12.59       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 20.89       |             |
| 19040       | Tool And Die Maker                                      | 25.42       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.54       |             |
| 21030       | Material Coordinator                                    | 23.16       |             |
| 21040       | Material Expediter                                      | 23.16       |             |
| 21050       | Material Handling Laborer                               | 17.07       | ***         |
| 21071       | Order Filler                                            | 17.45       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.54       |             |
| 21110       | Shipping Packer                                         | 17.94       |             |
| 21130       | Shipping/Receiving Clerk                                | 17.94       |             |
| 21140       | Store Worker I                                          | 13.95       | ***         |
| 21150       | Stock Clerk                                             | 18.99       |             |
| 21210       | Tools And Parts Attendant                               | 20.54       |             |
| 21410       | Warehouse Specialist                                    | 20.54       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23010       | Aerospace Structural Welder                                            | 29.62            |
| 23019       | Aircraft Logs and Records Technician                                   | 23.60            |
| 23021       | Aircraft Mechanic I                                                    | 28.17            |
| 23022       | Aircraft Mechanic II                                                   | 29.62            |
| 23023       | Aircraft Mechanic III                                                  | 31.04            |
| 23040       | Aircraft Mechanic Helper                                               | 20.86            |
| 23050       | Aircraft, Painter                                                      | 26.71            |
| 23060       | Aircraft Servicer                                                      | 23.60            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 26.71            |
| 23080       | Aircraft Worker                                                        | 24.91            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 24.91            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 28.17            |
| 23110       | Appliance Mechanic                                                     | 24.49            |
| 23120       | Bicycle Repairer                                                       | 20.55            |
| 23125       | Cable Splicer                                                          | 34.31            |
| 23130       | Carpenter, Maintenance                                                 | 20.14            |
| 23140       | Carpet Layer                                                           | 23.17            |
| 23160       | Electrician, Maintenance                                               | 24.12            |
| 23181       | Electronics Technician Maintenance I                                   | 27.21            |
| 23182       | Electronics Technician Maintenance II                                  | 28.78            |
| 23183       | Electronics Technician Maintenance III                                 | 30.36            |
| 23260       | Fabric Worker                                                          | 21.87            |
| 23290       | Fire Alarm System Mechanic                                             | 23.90            |
| 23310       | Fire Extinguisher Repairer                                             | 20.55            |
| 23311       | Fuel Distribution System Mechanic                                      | 28.06            |
| 23312       | Fuel Distribution System Operator                                      | 22.28            |
| 23370       | General Maintenance Worker                                             | 21.09            |
| 23380       | Ground Support Equipment Mechanic                                      | 28.17            |
| 23381       | Ground Support Equipment Servicer                                      | 23.60            |
| 23382       | Ground Support Equipment Worker                                        | 24.91            |
| 23391       | Gunsmith I                                                             | 20.55            |
| 23392       | Gunsmith II                                                            | 23.17            |
| 23393       | Gunsmith III                                                           | 25.81            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.99            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 25.24            |
| 23430       | Heavy Equipment Mechanic                                               | 27.19            |
| 23440       | Heavy Equipment Operator                                               | 22.58            |



| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23460       | Instrument Mechanic                               | 25.81       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 24.49       |             |
| 23470       | Laborer                                           | 17.07       | ***         |
| 23510       | Locksmith                                         | 24.49       |             |
| 23530       | Machinery Maintenance Mechanic                    | 27.92       |             |
| 23550       | Machinist, Maintenance                            | 25.62       |             |
| 23580       | Maintenance Trades Helper                         | 16.78       | ***         |
| 23591       | Metrology Technician I                            | 25.81       |             |
| 23592       | Metrology Technician II                           | 27.15       |             |
| 23593       | Metrology Technician III                          | 28.45       |             |
| 23640       | Millwright                                        | 25.81       |             |
| 23710       | Office Appliance Repairer                         | 21.68       |             |
| 23760       | Painter, Maintenance                              | 19.10       |             |
| 23790       | Pipefitter, Maintenance                           | 23.96       |             |
| 23810       | Plumber, Maintenance                              | 22.73       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 25.81       |             |
| 23850       | Rigger                                            | 25.81       |             |
| 23870       | Scale Mechanic                                    | 23.17       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 21.55       |             |
| 23910       | Small Engine Mechanic                             | 21.26       |             |
| 23931       | Telecommunications Mechanic I                     | 29.73       |             |
| 23932       | Telecommunications Mechanic II                    | 31.26       |             |
| 23950       | Telephone Lineman                                 | 25.68       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.46       |             |
| 23965       | Well Driller                                      | 25.81       |             |
| 23970       | Woodcraft Worker                                  | 25.81       |             |
| 23980       | Woodworker                                        | 20.55       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.91       |             |
| 24570       | Child Care Attendant                              | 13.69       | ***         |
| 24580       | Child Care Center Clerk                           | 17.07       | ***         |
| 24610       | Chore Aide                                        | 13.28       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.91       |             |
| 24630       | Homemaker                                         | 19.91       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 25.04       |             |
| 25040       | Sewage Plant Operator                             | 20.89       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25070       | Stationary Engineer                            | 25.04       |             |
| 25190       | Ventilation Equipment Tender                   | 18.55       |             |
| 25210       | Water Treatment Plant Operator                 | 20.89       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 19.12       |             |
| 27007       | Baggage Inspector                              | 17.38       | ***         |
| 27008       | Corrections Officer                            | 22.84       |             |
| 27010       | Court Security Officer                         | 20.49       |             |
| 27030       | Detection Dog Handler                          | 19.44       |             |
| 27040       | Detention Officer                              | 22.84       |             |
| 27070       | Firefighter                                    | 15.57       | ***         |
| 27101       | Guard I                                        | 17.38       | ***         |
| 27102       | Guard II                                       | 19.44       |             |
| 27131       | Police Officer I                               | 23.06       |             |
| 27132       | Police Officer II                              | 25.63       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 15.13       | ***         |
| 28042       | Carnival Equipment Repairer                    | 16.22       | ***         |
| 28043       | Carnival Worker                                | 11.47       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 18.67       |             |
| 28310       | Lifeguard                                      | 11.97       | ***         |
| 28350       | Park Attendant (Aide)                          | 20.89       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 15.25       | ***         |
| 28515       | Recreation Specialist                          | 25.88       |             |
| 28630       | Sports Official                                | 16.63       | ***         |
| 28690       | Swimming Pool Operator                         | 18.29       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 25.94       |             |
| 29020       | Hatch Tender                                   | 25.94       |             |
| 29030       | Line Handler                                   | 25.94       |             |
| 29041       | Stevedore I                                    | 24.49       |             |
| 29042       | Stevedore II                                   | 27.44       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 47.18       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.53       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.83       | see 2       |
| 30021       | Archeological Technician I                     | 20.26       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30022       | Archeological Technician II              | 22.66            |
| 30023       | Archeological Technician III             | 28.07            |
| 30030       | Cartographic Technician                  | 28.07            |
| 30040       | Civil Engineering Technician             | 29.35            |
| 30051       | Cryogenic Technician I                   | 31.09            |
| 30052       | Cryogenic Technician II                  | 34.33            |
| 30061       | Drafter/CAD Operator I                   | 20.26            |
| 30062       | Drafter/CAD Operator II                  | 22.66            |
| 30063       | Drafter/CAD Operator III                 | 25.26            |
| 30064       | Drafter/CAD Operator IV                  | 31.09            |
| 30081       | Engineering Technician I                 | 18.22            |
| 30082       | Engineering Technician II                | 20.45            |
| 30083       | Engineering Technician III               | 22.87            |
| 30084       | Engineering Technician IV                | 28.33            |
| 30085       | Engineering Technician V                 | 34.65            |
| 30086       | Engineering Technician VI                | 41.94            |
| 30090       | Environmental Technician                 | 27.27            |
| 30095       | Evidence Control Specialist              | 28.07            |
| 30210       | Laboratory Technician                    | 25.26            |
| 30221       | Latent Fingerprint Technician I          | 31.09            |
| 30222       | Latent Fingerprint Technician II         | 34.33            |
| 30240       | Mathematical Technician                  | 28.07            |
| 30361       | Paralegal/Legal Assistant I              | 22.95            |
| 30362       | Paralegal/Legal Assistant II             | 28.44            |
| 30363       | Paralegal/Legal Assistant III            | 34.78            |
| 30364       | Paralegal/Legal Assistant IV             | 42.08            |
| 30375       | Petroleum Supply Specialist              | 34.33            |
| 30390       | Photo-Optics Technician                  | 28.07            |
| 30395       | Radiation Control Technician             | 34.33            |
| 30461       | Technical Writer I                       | 28.07            |
| 30462       | Technical Writer II                      | 34.33            |
| 30463       | Technical Writer III                     | 41.54            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 29.98            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 36.28            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 43.48            |
| 30494       | Unexploded (UXO) Safety Escort           | 29.98            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 29.98            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30501       | Weather Forecaster I                                     | 31.09       |             |
| 30502       | Weather Forecaster II                                    | 37.82       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.26       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.07       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 36.28       |             |
| 31020       | Bus Aide                                                 | 12.07       | ***         |
| 31030       | Bus Driver                                               | 16.19       | ***         |
| 31043       | Driver Courier                                           | 16.24       | ***         |
| 31260       | Parking and Lot Attendant                                | 14.01       | ***         |
| 31290       | Shuttle Bus Driver                                       | 15.37       | ***         |
| 31310       | Taxi Driver                                              | 14.17       | ***         |
| 31361       | Truckdriver, Light                                       | 17.41       | ***         |
| 31362       | Truckdriver, Medium                                      | 18.53       |             |
| 31363       | Truckdriver, Heavy                                       | 23.00       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.00       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.69       | ***         |
| 99030       | Cashier                                                  | 12.57       | ***         |
| 99050       | Desk Clerk                                               | 13.58       | ***         |
| 99095       | Embalmer                                                 | 31.43       |             |
| 99130       | Flight Follower                                          | 29.98       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.75       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 17.96       |             |
| 99260       | Marketing Analyst                                        | 28.84       |             |
| 99310       | Mortician                                                | 31.43       |             |
| 99410       | Pest Controller                                          | 17.84       |             |
| 99510       | Photofinishing Worker                                    | 15.76       | ***         |
| 99710       | Recycling Laborer                                        | 16.91       | ***         |
| 99711       | Recycling Specialist                                     | 20.15       |             |
| 99730       | Refuse Collector                                         | 15.28       | ***         |
| 99810       | Sales Clerk                                              | 14.33       | ***         |
| 99820       | School Crossing Guard                                    | 15.65       | ***         |
| 99830       | Survey Party Chief                                       | 22.74       |             |
| 99831       | Surveying Aide                                           | 16.20       | ***         |
| 99832       | Surveying Technician                                     | 21.55       |             |
| 99840       | Vending Machine Attendant                                | 18.34       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 99841       | Vending Machine Repairer        | 21.90            |
| 99842       | Vending Machine Repairer Helper | 18.34            |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5781**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 04/29/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Carolina

Area: North Carolina Counties of Craven, Jones, Pamlico

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 16.73 *** |
| 01012 | Accounting Clerk II                             | 18.77     |
| 01013 | Accounting Clerk III                            | 21.00     |
| 01020 | Administrative Assistant                        | 27.94     |
| 01035 | Court Reporter                                  | 21.51     |
| 01041 | Customer Service Representative I               | 15.47 *** |
| 01042 | Customer Service Representative II              | 16.88 *** |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01043       | Customer Service Representative III  | 18.95       |             |
| 01051       | Data Entry Operator I                | 16.24       | ***         |
| 01052       | Data Entry Operator II               | 17.71       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 20.43       |             |
| 01070       | Document Preparation Clerk           | 17.13       | ***         |
| 01090       | Duplicating Machine Operator         | 17.13       | ***         |
| 01111       | General Clerk I                      | 15.79       | ***         |
| 01112       | General Clerk II                     | 17.23       | ***         |
| 01113       | General Clerk III                    | 19.33       |             |
| 01120       | Housing Referral Assistant           | 23.97       |             |
| 01141       | Messenger Courier                    | 14.89       | ***         |
| 01191       | Order Clerk I                        | 16.76       | ***         |
| 01192       | Order Clerk II                       | 18.29       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.79       |             |
| 01262       | Personnel Assistant (Employment) II  | 22.14       |             |
| 01263       | Personnel Assistant (Employment) III | 24.67       |             |
| 01270       | Production Control Clerk             | 24.30       |             |
| 01290       | Rental Clerk                         | 17.40       | ***         |
| 01300       | Scheduler, Maintenance               | 19.23       |             |
| 01311       | Secretary I                          | 19.23       |             |
| 01312       | Secretary II                         | 21.51       |             |
| 01313       | Secretary III                        | 23.97       |             |
| 01320       | Service Order Dispatcher             | 18.26       |             |
| 01410       | Supply Technician                    | 27.94       |             |
| 01420       | Survey Worker                        | 17.91       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.32       | ***         |
| 01531       | Travel Clerk I                       | 15.20       | ***         |
| 01532       | Travel Clerk II                      | 16.24       | ***         |
| 01533       | Travel Clerk III                     | 18.48       |             |
| 01611       | Word Processor I                     | 17.13       | ***         |
| 01612       | Word Processor II                    | 19.23       |             |
| 01613       | Word Processor III                   | 21.51       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.92       |             |
| 05010       | Automotive Electrician               | 21.01       |             |
| 05040       | Automotive Glass Installer           | 19.54       |             |
| 05070       | Automotive Worker                    | 19.54       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05110       | Mobile Equipment Servicer                    | 17.36       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 21.68       |             |
| 05160       | Motor Equipment Metal Worker                 | 19.54       |             |
| 05190       | Motor Vehicle Mechanic                       | 21.68       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.00       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 17.79       |             |
| 05280       | Motor Vehicle Wrecker                        | 19.54       |             |
| 05310       | Painter, Automotive                          | 20.89       |             |
| 05340       | Radiator Repair Specialist                   | 19.54       |             |
| 05370       | Tire Repairer                                | 14.86       | ***         |
| 05400       | Transmission Repair Specialist               | 21.68       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 17.41       | ***         |
| 07041       | Cook I                                       | 14.45       | ***         |
| 07042       | Cook II                                      | 16.43       | ***         |
| 07070       | Dishwasher                                   | 12.45       | ***         |
| 07130       | Food Service Worker                          | 13.82       | ***         |
| 07210       | Meat Cutter                                  | 16.88       | ***         |
| 07260       | Waiter/Waitress                              | 10.57       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 26.30       |             |
| 09040       | Furniture Handler                            | 15.78       | ***         |
| 09080       | Furniture Refinisher                         | 26.30       |             |
| 09090       | Furniture Refinisher Helper                  | 19.40       |             |
| 09110       | Furniture Repairer, Minor                    | 23.03       |             |
| 09130       | Upholsterer                                  | 26.30       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.78       | ***         |
| 11060       | Elevator Operator                            | 14.75       | ***         |
| 11090       | Gardener                                     | 21.59       |             |
| 11122       | Housekeeping Aide                            | 14.59       | ***         |
| 11150       | Janitor                                      | 14.59       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.13       | ***         |
| 11240       | Maid or Houseman                             | 13.67       | ***         |
| 11260       | Pruner                                       | 14.33       | ***         |
| 11270       | Tractor Operator                             | 19.82       |             |
| 11330       | Trail Maintenance Worker                     | 16.13       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate Note</b> |
|-------------|--------------------------------------------|------------------|
| 11360       | Window Cleaner                             | 16.33 ***        |
| 12000       | Health Occupations                         |                  |
| 12010       | Ambulance Driver                           | 18.38            |
| 12011       | Breath Alcohol Technician                  | 24.71            |
| 12012       | Certified Occupational Therapist Assistant | 34.39            |
| 12015       | Certified Physical Therapist Assistant     | 32.84            |
| 12020       | Dental Assistant                           | 22.20            |
| 12025       | Dental Hygienist                           | 40.16            |
| 12030       | EKG Technician                             | 34.05            |
| 12035       | Electroneurodiagnostic Technologist        | 34.05            |
| 12040       | Emergency Medical Technician               | 18.38            |
| 12071       | Licensed Practical Nurse I                 | 22.10            |
| 12072       | Licensed Practical Nurse II                | 24.71            |
| 12073       | Licensed Practical Nurse III               | 27.56            |
| 12100       | Medical Assistant                          | 17.95            |
| 12130       | Medical Laboratory Technician              | 25.65            |
| 12160       | Medical Record Clerk                       | 16.51 ***        |
| 12190       | Medical Record Technician                  | 18.47            |
| 12195       | Medical Transcriptionist                   | 20.09            |
| 12210       | Nuclear Medicine Technologist              | 54.32            |
| 12221       | Nursing Assistant I                        | 13.93 ***        |
| 12222       | Nursing Assistant II                       | 15.67 ***        |
| 12223       | Nursing Assistant III                      | 17.10 ***        |
| 12224       | Nursing Assistant IV                       | 19.19            |
| 12235       | Optical Dispenser                          | 24.58            |
| 12236       | Optical Technician                         | 22.10            |
| 12250       | Pharmacy Technician                        | 18.15            |
| 12280       | Phlebotomist                               | 17.11 ***        |
| 12305       | Radiologic Technologist                    | 27.98            |
| 12311       | Registered Nurse I                         | 26.90            |
| 12312       | Registered Nurse II                        | 32.90            |
| 12313       | Registered Nurse II, Specialist            | 32.90            |
| 12314       | Registered Nurse III                       | 39.80            |
| 12315       | Registered Nurse III, Anesthetist          | 39.80            |
| 12316       | Registered Nurse IV                        | 47.71            |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 30.62            |
| 12320       | Substance Abuse Treatment Counselor        | 23.04            |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.10       |             |
| 13012       | Exhibits Specialist II                               | 24.89       |             |
| 13013       | Exhibits Specialist III                              | 30.44       |             |
| 13041       | Illustrator I                                        | 20.10       |             |
| 13042       | Illustrator II                                       | 24.89       |             |
| 13043       | Illustrator III                                      | 30.44       |             |
| 13047       | Librarian                                            | 27.57       |             |
| 13050       | Library Aide/Clerk                                   | 15.67       | ***         |
| 13054       | Library Information Technology Systems Administrator | 24.89       |             |
| 13058       | Library Technician                                   | 19.89       |             |
| 13061       | Media Specialist I                                   | 17.97       |             |
| 13062       | Media Specialist II                                  | 20.10       |             |
| 13063       | Media Specialist III                                 | 22.40       |             |
| 13071       | Photographer I                                       | 17.78       |             |
| 13072       | Photographer II                                      | 19.89       |             |
| 13073       | Photographer III                                     | 24.65       |             |
| 13074       | Photographer IV                                      | 30.15       |             |
| 13075       | Photographer V                                       | 36.47       |             |
| 13090       | Technical Order Library Clerk                        | 19.67       |             |
| 13110       | Video Teleconference Technician                      | 17.97       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 17.18       | ***         |
| 14042       | Computer Operator II                                 | 19.22       |             |
| 14043       | Computer Operator III                                | 22.69       |             |
| 14044       | Computer Operator IV                                 | 23.82       |             |
| 14045       | Computer Operator V                                  | 26.37       |             |
| 14071       | Computer Programmer I                                | 22.75       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 17.18       | ***         |
| 14160       | Personal Computer Support Technician                 | 23.82       |             |
| 14170       | System Support Specialist                            | 26.37       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 34.46       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.68       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 49.97       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 34.46       |             |
| 15060       | Educational Technologist                                | 28.68       |             |
| 15070       | Flight Instructor (Pilot)                               | 49.97       |             |
| 15080       | Graphic Artist                                          | 26.04       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 49.97       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.97       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.97       |             |
| 15090       | Technical Instructor                                    | 27.02       |             |
| 15095       | Technical Instructor/Course Developer                   | 33.04       |             |
| 15110       | Test Proctor                                            | 21.80       |             |
| 15120       | Tutor                                                   | 21.80       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.65       | ***         |
| 16030       | Counter Attendant                                       | 10.65       | ***         |
| 16040       | Dry Cleaner                                             | 13.03       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 10.65       | ***         |
| 16090       | Presser, Hand                                           | 10.65       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 10.65       | ***         |
| 16130       | Presser, Machine, Shirts                                | 10.65       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 10.65       | ***         |
| 16190       | Sewing Machine Operator                                 | 13.87       | ***         |
| 16220       | Tailor                                                  | 14.70       | ***         |
| 16250       | Washer, Machine                                         | 11.43       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.68       |             |
| 19040       | Tool And Die Maker                                      | 32.71       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 18.49       |             |
| 21030       | Material Coordinator                                    | 24.30       |             |
| 21040       | Material Expediter                                      | 24.30       |             |
| 21050       | Material Handling Laborer                               | 16.76       | ***         |
| 21071       | Order Filler                                            | 15.17       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 18.49       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21110       | Shipping Packer                                   | 19.06            |
| 21130       | Shipping/Receiving Clerk                          | 19.06            |
| 21140       | Store Worker I                                    | 15.20 ***        |
| 21150       | Stock Clerk                                       | 20.85            |
| 21210       | Tools And Parts Attendant                         | 18.49            |
| 21410       | Warehouse Specialist                              | 18.49            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 36.95            |
| 23019       | Aircraft Logs and Records Technician              | 29.02            |
| 23021       | Aircraft Mechanic I                               | 35.02            |
| 23022       | Aircraft Mechanic II                              | 36.95            |
| 23023       | Aircraft Mechanic III                             | 38.82            |
| 23040       | Aircraft Mechanic Helper                          | 24.44            |
| 23050       | Aircraft, Painter                                 | 33.14            |
| 23060       | Aircraft Servicer                                 | 29.02            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 33.14            |
| 23080       | Aircraft Worker                                   | 31.00            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 31.00            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 35.02            |
| 23110       | Appliance Mechanic                                | 26.30            |
| 23120       | Bicycle Repairer                                  | 21.94            |
| 23125       | Cable Splicer                                     | 34.21            |
| 23130       | Carpenter, Maintenance                            | 21.55            |
| 23140       | Carpet Layer                                      | 24.95            |
| 23160       | Electrician, Maintenance                          | 27.06            |
| 23181       | Electronics Technician Maintenance I              | 34.28            |
| 23182       | Electronics Technician Maintenance II             | 36.59            |
| 23183       | Electronics Technician Maintenance III            | 38.60            |
| 23260       | Fabric Worker                                     | 23.47            |
| 23290       | Fire Alarm System Mechanic                        | 28.01            |
| 23310       | Fire Extinguisher Repairer                        | 21.94            |
| 23311       | Fuel Distribution System Mechanic                 | 33.03            |
| 23312       | Fuel Distribution System Operator                 | 25.87            |
| 23370       | General Maintenance Worker                        | 21.22            |
| 23380       | Ground Support Equipment Mechanic                 | 35.02            |
| 23381       | Ground Support Equipment Servicer                 | 29.02            |
| 23382       | Ground Support Equipment Worker                   | 31.00            |



| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23391       | Gunsmith I                                                             | 21.94            |
| 23392       | Gunsmith II                                                            | 24.95            |
| 23393       | Gunsmith III                                                           | 28.01            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.42            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.67            |
| 23430       | Heavy Equipment Mechanic                                               | 27.40            |
| 23440       | Heavy Equipment Operator                                               | 21.92            |
| 23460       | Instrument Mechanic                                                    | 28.01            |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.55            |
| 23470       | Laborer                                                                | 16.76 ***        |
| 23510       | Locksmith                                                              | 26.55            |
| 23530       | Machinery Maintenance Mechanic                                         | 33.17            |
| 23550       | Machinist, Maintenance                                                 | 31.31            |
| 23580       | Maintenance Trades Helper                                              | 18.10            |
| 23591       | Metrology Technician I                                                 | 28.01            |
| 23592       | Metrology Technician II                                                | 29.50            |
| 23593       | Metrology Technician III                                               | 30.96            |
| 23640       | Millwright                                                             | 27.80            |
| 23710       | Office Appliance Repairer                                              | 26.30            |
| 23760       | Painter, Maintenance                                                   | 31.11            |
| 23790       | Pipefitter, Maintenance                                                | 26.61            |
| 23810       | Plumber, Maintenance                                                   | 25.28            |
| 23820       | Pneudraulic Systems Mechanic                                           | 28.01            |
| 23850       | Rigger                                                                 | 28.01            |
| 23870       | Scale Mechanic                                                         | 24.95            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 32.08            |
| 23910       | Small Engine Mechanic                                                  | 24.61            |
| 23931       | Telecommunications Mechanic I                                          | 29.03            |
| 23932       | Telecommunications Mechanic II                                         | 30.57            |
| 23950       | Telephone Lineman                                                      | 27.80            |
| 23960       | Welder, Combination, Maintenance                                       | 28.94            |
| 23965       | Well Driller                                                           | 28.01            |
| 23970       | Woodcraft Worker                                                       | 28.01            |
| 23980       | Woodworker                                                             | 21.94            |
| 24000       | Personal Needs Occupations                                             |                  |
| 24550       | Case Manager                                                           | 18.14            |
| 24570       | Child Care Attendant                                                   | 13.06 ***        |

| <b>Code</b>                                          | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|------------------------------------------------------|---------------------------------------------------|-------------|-------------|
| 24580                                                | Child Care Center Clerk                           | 16.28       | ***         |
| 24610                                                | Chore Aide                                        | 14.00       | ***         |
| 24620                                                | Family Readiness And Support Services Coordinator | 18.14       |             |
| 24630                                                | Homemaker                                         | 18.95       |             |
| 25000 Plant And System Operations Occupations        |                                                   |             |             |
| 25010                                                | Boiler Tender                                     | 30.64       |             |
| 25040                                                | Sewage Plant Operator                             | 26.07       |             |
| 25070                                                | Stationary Engineer                               | 30.64       |             |
| 25190                                                | Ventilation Equipment Tender                      | 21.37       |             |
| 25210                                                | Water Treatment Plant Operator                    | 26.07       |             |
| 27000 Protective Service Occupations                 |                                                   |             |             |
| 27004                                                | Alarm Monitor                                     | 18.78       |             |
| 27007                                                | Baggage Inspector                                 | 16.95       | ***         |
| 27008                                                | Corrections Officer                               | 21.89       |             |
| 27010                                                | Court Security Officer                            | 21.92       |             |
| 27030                                                | Detection Dog Handler                             | 18.96       |             |
| 27040                                                | Detention Officer                                 | 21.89       |             |
| 27070                                                | Firefighter                                       | 19.53       |             |
| 27101                                                | Guard I                                           | 16.95       | ***         |
| 27102                                                | Guard II                                          | 18.96       |             |
| 27131                                                | Police Officer I                                  | 24.17       |             |
| 27132                                                | Police Officer II                                 | 26.86       |             |
| 28000 Recreation Occupations                         |                                                   |             |             |
| 28041                                                | Carnival Equipment Operator                       | 13.90       | ***         |
| 28042                                                | Carnival Equipment Repairer                       | 15.31       | ***         |
| 28043                                                | Carnival Worker                                   | 10.42       | ***         |
| 28210                                                | Gate Attendant/Gate Tender                        | 18.63       |             |
| 28310                                                | Lifeguard                                         | 16.60       | ***         |
| 28350                                                | Park Attendant (Aide)                             | 20.85       |             |
| 28510                                                | Recreation Aide/Health Facility Attendant         | 15.35       | ***         |
| 28515                                                | Recreation Specialist                             | 24.29       |             |
| 28630                                                | Sports Official                                   | 16.60       | ***         |
| 28690                                                | Swimming Pool Operator                            | 25.69       |             |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                   |             |             |
| 29010                                                | Blocker And Bracer                                | 27.07       |             |
| 29020                                                | Hatch Tender                                      | 27.07       |             |
| 29030                                                | Line Handler                                      | 27.07       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 29041       | Stevedore I                                    | 25.33            |
| 29042       | Stevedore II                                   | 28.93            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.11 see 2      |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.18 see 2      |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.53 see 2      |
| 30021       | Archeological Technician I                     | 21.36            |
| 30022       | Archeological Technician II                    | 23.89            |
| 30023       | Archeological Technician III                   | 29.60            |
| 30030       | Cartographic Technician                        | 29.60            |
| 30040       | Civil Engineering Technician                   | 29.60            |
| 30051       | Cryogenic Technician I                         | 32.78            |
| 30052       | Cryogenic Technician II                        | 36.21            |
| 30061       | Drafter/CAD Operator I                         | 21.36            |
| 30062       | Drafter/CAD Operator II                        | 23.89            |
| 30063       | Drafter/CAD Operator III                       | 26.64            |
| 30064       | Drafter/CAD Operator IV                        | 32.78            |
| 30081       | Engineering Technician I                       | 19.98            |
| 30082       | Engineering Technician II                      | 22.43            |
| 30083       | Engineering Technician III                     | 25.09            |
| 30084       | Engineering Technician IV                      | 31.07            |
| 30085       | Engineering Technician V                       | 38.00            |
| 30086       | Engineering Technician VI                      | 45.98            |
| 30090       | Environmental Technician                       | 29.60            |
| 30095       | Evidence Control Specialist                    | 29.60            |
| 30210       | Laboratory Technician                          | 26.64            |
| 30221       | Latent Fingerprint Technician I                | 32.78            |
| 30222       | Latent Fingerprint Technician II               | 36.21            |
| 30240       | Mathematical Technician                        | 29.60            |
| 30361       | Paralegal/Legal Assistant I                    | 23.36            |
| 30362       | Paralegal/Legal Assistant II                   | 28.93            |
| 30363       | Paralegal/Legal Assistant III                  | 35.39            |
| 30364       | Paralegal/Legal Assistant IV                   | 42.81            |
| 30375       | Petroleum Supply Specialist                    | 36.21            |
| 30390       | Photo-Optics Technician                        | 29.60            |
| 30395       | Radiation Control Technician                   | 36.21            |
| 30461       | Technical Writer I                             | 29.60            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30462       | Technical Writer II                                      | 36.21            |
| 30463       | Technical Writer III                                     | 43.80            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.58            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.00            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.34            |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.58            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.58            |
| 30501       | Weather Forecaster I                                     | 32.78            |
| 30502       | Weather Forecaster II                                    | 39.87            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 26.64 see 2      |
| 30621       | Weather Observer, Senior                                 | 29.60 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 37.00            |
| 31020       | Bus Aide                                                 | 13.40 ***        |
| 31030       | Bus Driver                                               | 19.56            |
| 31043       | Driver Courier                                           | 16.15 ***        |
| 31260       | Parking and Lot Attendant                                | 12.42 ***        |
| 31290       | Shuttle Bus Driver                                       | 15.12 ***        |
| 31310       | Taxi Driver                                              | 13.63 ***        |
| 31361       | Truckdriver, Light                                       | 17.52 ***        |
| 31362       | Truckdriver, Medium                                      | 18.74            |
| 31363       | Truckdriver, Heavy                                       | 22.66            |
| 31364       | Truckdriver, Tractor-Trailer                             | 22.66            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 18.04            |
| 99030       | Cashier                                                  | 13.15 ***        |
| 99050       | Desk Clerk                                               | 13.22 ***        |
| 99095       | Embalmer                                                 | 28.73            |
| 99130       | Flight Follower                                          | 30.58            |
| 99251       | Laboratory Animal Caretaker I                            | 17.16 ***        |
| 99252       | Laboratory Animal Caretaker II                           | 18.62            |
| 99260       | Marketing Analyst                                        | 35.23            |
| 99310       | Mortician                                                | 28.73            |
| 99410       | Pest Controller                                          | 19.34            |
| 99510       | Photofinishing Worker                                    | 16.07 ***        |
| 99710       | Recycling Laborer                                        | 20.64            |
| 99711       | Recycling Specialist                                     | 25.36            |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99730       | Refuse Collector                | 18.34       |             |
| 99810       | Sales Clerk                     | 14.36       | ***         |
| 99820       | School Crossing Guard           | 16.94       | ***         |
| 99830       | Survey Party Chief              | 25.71       |             |
| 99831       | Surveying Aide                  | 15.22       | ***         |
| 99832       | Surveying Technician            | 20.86       |             |
| 99840       | Vending Machine Attendant       | 22.97       |             |
| 99841       | Vending Machine Repairer        | 29.14       |             |
| 99842       | Vending Machine Repairer Helper | 22.97       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section

13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5783**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

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Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Indiana

Area: Indiana County of Franklin

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01011       | Accounting Clerk I                   | 18.61       |             |
| 01012       | Accounting Clerk II                  | 20.88       |             |
| 01013       | Accounting Clerk III                 | 23.36       |             |
| 01020       | Administrative Assistant             | 26.06       |             |
| 01035       | Court Reporter                       | 22.59       |             |
| 01041       | Customer Service Representative I    | 15.98       | ***         |
| 01042       | Customer Service Representative II   | 17.44       | ***         |
| 01043       | Customer Service Representative III  | 19.57       |             |
| 01051       | Data Entry Operator I                | 16.15       | ***         |
| 01052       | Data Entry Operator II               | 17.62       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 23.28       |             |
| 01070       | Document Preparation Clerk           | 17.14       | ***         |
| 01090       | Duplicating Machine Operator         | 17.14       | ***         |
| 01111       | General Clerk I                      | 16.21       | ***         |
| 01112       | General Clerk II                     | 17.69       | ***         |
| 01113       | General Clerk III                    | 19.86       |             |
| 01120       | Housing Referral Assistant           | 22.55       |             |
| 01141       | Messenger Courier                    | 16.04       | ***         |
| 01191       | Order Clerk I                        | 20.01       |             |
| 01192       | Order Clerk II                       | 21.84       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.38       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.68       |             |
| 01263       | Personnel Assistant (Employment) III | 24.16       |             |
| 01270       | Production Control Clerk             | 28.45       |             |
| 01290       | Rental Clerk                         | 17.48       | ***         |
| 01300       | Scheduler, Maintenance               | 18.09       |             |
| 01311       | Secretary I                          | 18.09       |             |
| 01312       | Secretary II                         | 20.23       |             |
| 01313       | Secretary III                        | 22.55       |             |
| 01320       | Service Order Dispatcher             | 20.01       |             |
| 01410       | Supply Technician                    | 26.06       |             |
| 01420       | Survey Worker                        | 19.39       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.86       | ***         |
| 01531       | Travel Clerk I                       | 16.43       | ***         |
| 01532       | Travel Clerk II                      | 18.44       |             |
| 01533       | Travel Clerk III                     | 19.82       |             |
| 01611       | Word Processor I                     | 16.61       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01612       | Word Processor II                            | 18.65       |             |
| 01613       | Word Processor III                           | 20.86       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 23.58       |             |
| 05010       | Automotive Electrician                       | 23.12       |             |
| 05040       | Automotive Glass Installer                   | 21.61       |             |
| 05070       | Automotive Worker                            | 22.26       |             |
| 05110       | Mobile Equipment Servicer                    | 20.65       |             |
| 05130       | Motor Equipment Metal Mechanic               | 24.59       |             |
| 05160       | Motor Equipment Metal Worker                 | 22.26       |             |
| 05190       | Motor Vehicle Mechanic                       | 23.03       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 20.30       |             |
| 05250       | Motor Vehicle Upholstery Worker              | 21.42       |             |
| 05280       | Motor Vehicle Wrecker                        | 22.26       |             |
| 05310       | Painter, Automotive                          | 23.12       |             |
| 05340       | Radiator Repair Specialist                   | 22.26       |             |
| 05370       | Tire Repairer                                | 17.34       | ***         |
| 05400       | Transmission Repair Specialist               | 24.59       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 16.03       | ***         |
| 07041       | Cook I                                       | 15.77       | ***         |
| 07042       | Cook II                                      | 17.75       |             |
| 07070       | Dishwasher                                   | 12.39       | ***         |
| 07130       | Food Service Worker                          | 14.77       | ***         |
| 07210       | Meat Cutter                                  | 18.05       |             |
| 07260       | Waiter/Waitress                              | 12.11       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.86       |             |
| 09040       | Furniture Handler                            | 14.50       | ***         |
| 09080       | Furniture Refinisher                         | 22.06       |             |
| 09090       | Furniture Refinisher Helper                  | 17.20       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.86       |             |
| 09130       | Upholsterer                                  | 21.88       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 18.35       |             |
| 11060       | Elevator Operator                            | 16.54       | ***         |
| 11090       | Gardener                                     | 22.51       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11122       | Housekeeping Aide                          | 16.54       | ***         |
| 11150       | Janitor                                    | 16.54       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 18.05       |             |
| 11240       | Maid or Houseman                           | 14.82       | ***         |
| 11260       | Pruner                                     | 16.23       | ***         |
| 11270       | Tractor Operator                           | 20.98       |             |
| 11330       | Trail Maintenance Worker                   | 18.05       |             |
| 11360       | Window Cleaner                             | 18.30       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 18.96       |             |
| 12011       | Breath Alcohol Technician                  | 26.40       |             |
| 12012       | Certified Occupational Therapist Assistant | 31.97       |             |
| 12015       | Certified Physical Therapist Assistant     | 31.23       |             |
| 12020       | Dental Assistant                           | 23.56       |             |
| 12025       | Dental Hygienist                           | 40.91       |             |
| 12030       | EKG Technician                             | 26.52       |             |
| 12035       | Electroneurodiagnostic Technologist        | 26.52       |             |
| 12040       | Emergency Medical Technician               | 18.96       |             |
| 12071       | Licensed Practical Nurse I                 | 23.61       |             |
| 12072       | Licensed Practical Nurse II                | 26.40       |             |
| 12073       | Licensed Practical Nurse III               | 29.44       |             |
| 12100       | Medical Assistant                          | 20.04       |             |
| 12130       | Medical Laboratory Technician              | 30.23       |             |
| 12160       | Medical Record Clerk                       | 22.19       |             |
| 12190       | Medical Record Technician                  | 24.82       |             |
| 12195       | Medical Transcriptionist                   | 22.39       |             |
| 12210       | Nuclear Medicine Technologist              | 52.77       |             |
| 12221       | Nursing Assistant I                        | 13.66       | ***         |
| 12222       | Nursing Assistant II                       | 15.36       | ***         |
| 12223       | Nursing Assistant III                      | 16.77       | ***         |
| 12224       | Nursing Assistant IV                       | 18.82       |             |
| 12235       | Optical Dispenser                          | 18.96       |             |
| 12236       | Optical Technician                         | 23.61       |             |
| 12250       | Pharmacy Technician                        | 18.73       |             |
| 12280       | Phlebotomist                               | 19.06       |             |
| 12305       | Radiologic Technologist                    | 37.05       |             |
| 12311       | Registered Nurse I                         | 26.57       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12312       | Registered Nurse II                                  | 32.50       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.50       |             |
| 12314       | Registered Nurse III                                 | 39.32       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.32       |             |
| 12316       | Registered Nurse IV                                  | 47.14       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 32.74       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.01       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 21.74       |             |
| 13012       | Exhibits Specialist II                               | 26.93       |             |
| 13013       | Exhibits Specialist III                              | 32.92       |             |
| 13041       | Illustrator I                                        | 20.17       |             |
| 13042       | Illustrator II                                       | 24.99       |             |
| 13043       | Illustrator III                                      | 30.56       |             |
| 13047       | Librarian                                            | 29.66       |             |
| 13050       | Library Aide/Clerk                                   | 13.50       | ***         |
| 13054       | Library Information Technology Systems Administrator | 26.78       |             |
| 13058       | Library Technician                                   | 16.86       | ***         |
| 13061       | Media Specialist I                                   | 19.33       |             |
| 13062       | Media Specialist II                                  | 21.62       |             |
| 13063       | Media Specialist III                                 | 24.09       |             |
| 13071       | Photographer I                                       | 16.92       | ***         |
| 13072       | Photographer II                                      | 19.25       |             |
| 13073       | Photographer III                                     | 23.71       |             |
| 13074       | Photographer IV                                      | 29.16       |             |
| 13075       | Photographer V                                       | 35.28       |             |
| 13090       | Technical Order Library Clerk                        | 17.69       | ***         |
| 13110       | Video Teleconference Technician                      | 21.57       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 20.55       |             |
| 14042       | Computer Operator II                                 | 22.98       |             |
| 14043       | Computer Operator III                                | 25.61       |             |
| 14044       | Computer Operator IV                                 | 28.47       |             |
| 14045       | Computer Operator V                                  | 31.53       |             |
| 14071       | Computer Programmer I                                | 23.42       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 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                           | 20.55       |             |
| 14160       | Personal Computer Support Technician                    | 28.47       |             |
| 14170       | System Support Specialist                               | 31.53       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.87       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 40.97       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 49.11       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.87       |             |
| 15060       | Educational Technologist                                | 31.91       |             |
| 15070       | Flight Instructor (Pilot)                               | 49.11       |             |
| 15080       | Graphic Artist                                          | 25.69       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 49.11       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.11       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.11       |             |
| 15090       | Technical Instructor                                    | 23.51       |             |
| 15095       | Technical Instructor/Course Developer                   | 28.77       |             |
| 15110       | Test Proctor                                            | 18.99       |             |
| 15120       | Tutor                                                   | 18.99       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.17       | ***         |
| 16030       | Counter Attendant                                       | 12.17       | ***         |
| 16040       | Dry Cleaner                                             | 15.01       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.17       | ***         |
| 16090       | Presser, Hand                                           | 12.17       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.17       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.17       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.17       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.06       | ***         |
| 16220       | Tailor                                                  | 17.11       | ***         |
| 16250       | Washer, Machine                                         | 12.85       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.54       |             |
| 19040       | Tool And Die Maker                                      | 30.54       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21000       | Materials Handling And Packing Occupations        |                  |
| 21020       | Forklift Operator                                 | 22.22            |
| 21030       | Material Coordinator                              | 28.45            |
| 21040       | Material Expediter                                | 28.45            |
| 21050       | Material Handling Laborer                         | 19.25            |
| 21071       | Order Filler                                      | 17.79            |
| 21080       | Production Line Worker (Food Processing)          | 22.22            |
| 21110       | Shipping Packer                                   | 20.41            |
| 21130       | Shipping/Receiving Clerk                          | 20.41            |
| 21140       | Store Worker I                                    | 16.74 ***        |
| 21150       | Stock Clerk                                       | 22.77            |
| 21210       | Tools And Parts Attendant                         | 22.22            |
| 21410       | Warehouse Specialist                              | 22.22            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 31.20            |
| 23019       | Aircraft Logs and Records Technician              | 25.83            |
| 23021       | Aircraft Mechanic I                               | 30.10            |
| 23022       | Aircraft Mechanic II                              | 31.20            |
| 23023       | Aircraft Mechanic III                             | 32.30            |
| 23040       | Aircraft Mechanic Helper                          | 22.54            |
| 23050       | Aircraft, Painter                                 | 28.85            |
| 23060       | Aircraft Servicer                                 | 25.83            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 28.85            |
| 23080       | Aircraft Worker                                   | 27.25            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 27.25            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 30.10            |
| 23110       | Appliance Mechanic                                | 25.13            |
| 23120       | Bicycle Repairer                                  | 24.22            |
| 23125       | Cable Splicer                                     | 40.74            |
| 23130       | Carpenter, Maintenance                            | 25.29            |
| 23140       | Carpet Layer                                      | 25.35            |
| 23160       | Electrician, Maintenance                          | 32.00            |
| 23181       | Electronics Technician Maintenance I              | 30.00            |
| 23182       | Electronics Technician Maintenance II             | 31.71            |
| 23183       | Electronics Technician Maintenance III            | 32.88            |
| 23260       | Fabric Worker                                     | 25.83            |
| 23290       | Fire Alarm System Mechanic                        | 28.79            |



| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23310       | Fire Extinguisher Repairer                                             | 24.22            |
| 23311       | Fuel Distribution System Mechanic                                      | 28.83            |
| 23312       | Fuel Distribution System Operator                                      | 23.35            |
| 23370       | General Maintenance Worker                                             | 24.87            |
| 23380       | Ground Support Equipment Mechanic                                      | 30.10            |
| 23381       | Ground Support Equipment Servicer                                      | 25.83            |
| 23382       | Ground Support Equipment Worker                                        | 27.25            |
| 23391       | Gunsmith I                                                             | 24.22            |
| 23392       | Gunsmith II                                                            | 27.25            |
| 23393       | Gunsmith III                                                           | 30.10            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.40            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.33            |
| 23430       | Heavy Equipment Mechanic                                               | 28.04            |
| 23440       | Heavy Equipment Operator                                               | 28.95            |
| 23460       | Instrument Mechanic                                                    | 30.10            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.85            |
| 23470       | Laborer                                                                | 19.25            |
| 23510       | Locksmith                                                              | 26.23            |
| 23530       | Machinery Maintenance Mechanic                                         | 31.83            |
| 23550       | Machinist, Maintenance                                                 | 24.86            |
| 23580       | Maintenance Trades Helper                                              | 18.54            |
| 23591       | Metrology Technician I                                                 | 30.10            |
| 23592       | Metrology Technician II                                                | 31.20            |
| 23593       | Metrology Technician III                                               | 32.30            |
| 23640       | Millwright                                                             | 35.87            |
| 23710       | Office Appliance Repairer                                              | 23.15            |
| 23760       | Painter, Maintenance                                                   | 23.84            |
| 23790       | Pipefitter, Maintenance                                                | 31.22            |
| 23810       | Plumber, Maintenance                                                   | 30.00            |
| 23820       | Pneudraulic Systems Mechanic                                           | 30.10            |
| 23850       | Rigger                                                                 | 27.36            |
| 23870       | Scale Mechanic                                                         | 27.25            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 28.79            |
| 23910       | Small Engine Mechanic                                                  | 22.76            |
| 23931       | Telecommunications Mechanic I                                          | 27.55            |
| 23932       | Telecommunications Mechanic II                                         | 28.53            |
| 23950       | Telephone Lineman                                                      | 26.72            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23960       | Welder, Combination, Maintenance                  | 22.46       |             |
| 23965       | Well Driller                                      | 29.62       |             |
| 23970       | Woodcraft Worker                                  | 30.10       |             |
| 23980       | Woodworker                                        | 24.22       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.32       |             |
| 24570       | Child Care Attendant                              | 13.91       | ***         |
| 24580       | Child Care Center Clerk                           | 17.34       | ***         |
| 24610       | Chore Aide                                        | 15.33       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.32       |             |
| 24630       | Homemaker                                         | 19.32       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 36.22       |             |
| 25040       | Sewage Plant Operator                             | 25.56       |             |
| 25070       | Stationary Engineer                               | 36.22       |             |
| 25190       | Ventilation Equipment Tender                      | 27.35       |             |
| 25210       | Water Treatment Plant Operator                    | 25.56       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 20.53       |             |
| 27007       | Baggage Inspector                                 | 18.66       |             |
| 27008       | Corrections Officer                               | 25.45       |             |
| 27010       | Court Security Officer                            | 25.74       |             |
| 27030       | Detection Dog Handler                             | 20.87       |             |
| 27040       | Detention Officer                                 | 25.45       |             |
| 27070       | Firefighter                                       | 26.03       |             |
| 27101       | Guard I                                           | 18.66       |             |
| 27102       | Guard II                                          | 20.87       |             |
| 27131       | Police Officer I                                  | 27.38       |             |
| 27132       | Police Officer II                                 | 30.43       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 14.53       | ***         |
| 28042       | Carnival Equipment Repairer                       | 15.62       | ***         |
| 28043       | Carnival Worker                                   | 11.00       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 17.54       | ***         |
| 28310       | Lifeguard                                         | 14.04       | ***         |
| 28350       | Park Attendant (Aide)                             | 19.62       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 14.32       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28515       | Recreation Specialist                          | 24.30            |
| 28630       | Sports Official                                | 15.63 ***        |
| 28690       | Swimming Pool Operator                         | 19.68            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 28.77            |
| 29020       | Hatch Tender                                   | 28.77            |
| 29030       | Line Handler                                   | 28.77            |
| 29041       | Stevedore I                                    | 27.26            |
| 29042       | Stevedore II                                   | 30.45            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 47.99 see 2      |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.10 see 2      |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.45 see 2      |
| 30021       | Archeological Technician I                     | 19.58            |
| 30022       | Archeological Technician II                    | 21.90            |
| 30023       | Archeological Technician III                   | 27.12            |
| 30030       | Cartographic Technician                        | 27.12            |
| 30040       | Civil Engineering Technician                   | 29.25            |
| 30051       | Cryogenic Technician I                         | 30.04            |
| 30052       | Cryogenic Technician II                        | 33.17            |
| 30061       | Drafter/CAD Operator I                         | 19.58            |
| 30062       | Drafter/CAD Operator II                        | 21.90            |
| 30063       | Drafter/CAD Operator III                       | 24.40            |
| 30064       | Drafter/CAD Operator IV                        | 30.04            |
| 30081       | Engineering Technician I                       | 18.80            |
| 30082       | Engineering Technician II                      | 21.10            |
| 30083       | Engineering Technician III                     | 23.61            |
| 30084       | Engineering Technician IV                      | 29.25            |
| 30085       | Engineering Technician V                       | 35.78            |
| 30086       | Engineering Technician VI                      | 43.27            |
| 30090       | Environmental Technician                       | 26.59            |
| 30095       | Evidence Control Specialist                    | 27.12            |
| 30210       | Laboratory Technician                          | 27.78            |
| 30221       | Latent Fingerprint Technician I                | 29.44            |
| 30222       | Latent Fingerprint Technician II               | 32.53            |
| 30240       | Mathematical Technician                        | 27.12            |
| 30361       | Paralegal/Legal Assistant I                    | 23.39            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30362       | Paralegal/Legal Assistant II                             | 29.00            |
| 30363       | Paralegal/Legal Assistant III                            | 35.44            |
| 30364       | Paralegal/Legal Assistant IV                             | 42.88            |
| 30375       | Petroleum Supply Specialist                              | 33.17            |
| 30390       | Photo-Optics Technician                                  | 27.12            |
| 30395       | Radiation Control Technician                             | 33.17            |
| 30461       | Technical Writer I                                       | 28.72            |
| 30462       | Technical Writer II                                      | 35.12            |
| 30463       | Technical Writer III                                     | 42.49            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.50            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.90            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.23            |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.50            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.50            |
| 30501       | Weather Forecaster I                                     | 30.04            |
| 30502       | Weather Forecaster II                                    | 36.54            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.40 see 2      |
| 30621       | Weather Observer, Senior                                 | 27.12 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 36.90            |
| 31020       | Bus Aide                                                 | 17.81            |
| 31030       | Bus Driver                                               | 24.38            |
| 31043       | Driver Courier                                           | 19.26            |
| 31260       | Parking and Lot Attendant                                | 14.81 ***        |
| 31290       | Shuttle Bus Driver                                       | 18.95            |
| 31310       | Taxi Driver                                              | 15.69 ***        |
| 31361       | Truckdriver, Light                                       | 20.85            |
| 31362       | Truckdriver, Medium                                      | 22.08            |
| 31363       | Truckdriver, Heavy                                       | 26.49            |
| 31364       | Truckdriver, Tractor-Trailer                             | 26.49            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 17.99            |
| 99030       | Cashier                                                  | 13.77 ***        |
| 99050       | Desk Clerk                                               | 13.90 ***        |
| 99095       | Embalmer                                                 | 30.53            |
| 99130       | Flight Follower                                          | 30.50            |
| 99251       | Laboratory Animal Caretaker I                            | 16.12 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99252       | Laboratory Animal Caretaker II  | 17.29       | ***         |
| 99260       | Marketing Analyst               | 30.68       |             |
| 99310       | Mortician                       | 30.53       |             |
| 99410       | Pest Controller                 | 25.24       |             |
| 99510       | Photofinishing Worker           | 16.03       | ***         |
| 99710       | Recycling Laborer               | 24.77       |             |
| 99711       | Recycling Specialist            | 29.59       |             |
| 99730       | Refuse Collector                | 22.40       |             |
| 99810       | Sales Clerk                     | 14.76       | ***         |
| 99820       | School Crossing Guard           | 14.48       | ***         |
| 99830       | Survey Party Chief              | 27.43       |             |
| 99831       | Surveying Aide                  | 16.56       | ***         |
| 99832       | Surveying Technician            | 24.50       |             |
| 99840       | Vending Machine Attendant       | 24.77       |             |
| 99841       | Vending Machine Repairer        | 29.95       |             |
| 99842       | Vending Machine Repairer Helper | 24.77       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5785**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/06/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio County of Hocking

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 18.75       |             |
| 01012       | Accounting Clerk II                             | 21.04       |             |
| 01013       | Accounting Clerk III                            | 23.54       |             |
| 01020       | Administrative Assistant                        | 33.82       |             |
| 01035       | Court Reporter                                  | 35.62       |             |
| 01041       | Customer Service Representative I               | 17.96       |             |
| 01042       | Customer Service Representative II              | 19.60       |             |
| 01043       | Customer Service Representative III             | 22.00       |             |
| 01051       | Data Entry Operator I                           | 18.30       |             |
| 01052       | Data Entry Operator II                          | 19.97       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 24.02       |             |
| 01070       | Document Preparation Clerk                      | 20.08       |             |
| 01090       | Duplicating Machine Operator                    | 20.08       |             |
| 01111       | General Clerk I                                 | 17.73       | ***         |
| 01112       | General Clerk II                                | 19.35       |             |
| 01113       | General Clerk III                               | 21.72       |             |
| 01120       | Housing Referral Assistant                      | 24.66       |             |
| 01141       | Messenger Courier                               | 17.93       |             |
| 01191       | Order Clerk I                                   | 19.59       |             |
| 01192       | Order Clerk II                                  | 21.38       |             |
| 01261       | Personnel Assistant (Employment) I              | 19.71       |             |
| 01262       | Personnel Assistant (Employment) II             | 22.04       |             |
| 01263       | Personnel Assistant (Employment) III            | 24.57       |             |
| 01270       | Production Control Clerk                        | 27.51       |             |
| 01290       | Rental Clerk                                    | 17.81       |             |
| 01300       | Scheduler, Maintenance                          | 19.97       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 19.97       |             |
| 01312       | Secretary II                             | 20.72       |             |
| 01313       | Secretary III                            | 24.91       |             |
| 01320       | Service Order Dispatcher                 | 21.47       |             |
| 01410       | Supply Technician                        | 33.82       |             |
| 01420       | Survey Worker                            | 20.15       |             |
| 01460       | Switchboard Operator/Receptionist        | 17.53       | ***         |
| 01531       | Travel Clerk I                           | 17.11       | ***         |
| 01532       | Travel Clerk II                          | 19.20       |             |
| 01533       | Travel Clerk III                         | 21.48       |             |
| 01611       | Word Processor I                         | 17.82       |             |
| 01612       | Word Processor II                        | 20.01       |             |
| 01613       | Word Processor III                       | 22.39       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.71       |             |
| 05010       | Automotive Electrician                   | 23.29       |             |
| 05040       | Automotive Glass Installer               | 21.90       |             |
| 05070       | Automotive Worker                        | 21.90       |             |
| 05110       | Mobile Equipment Servicer                | 19.07       |             |
| 05130       | Motor Equipment Metal Mechanic           | 24.38       |             |
| 05160       | Motor Equipment Metal Worker             | 21.90       |             |
| 05190       | Motor Vehicle Mechanic                   | 24.38       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 17.64       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 20.47       |             |
| 05280       | Motor Vehicle Wrecker                    | 21.90       |             |
| 05310       | Painter, Automotive                      | 23.29       |             |
| 05340       | Radiator Repair Specialist               | 21.90       |             |
| 05370       | Tire Repairer                            | 19.78       |             |
| 05400       | Transmission Repair Specialist           | 24.38       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 16.06       | ***         |
| 07041       | Cook I                                   | 18.04       |             |
| 07042       | Cook II                                  | 20.73       |             |
| 07070       | Dishwasher                               | 14.25       | ***         |
| 07130       | Food Service Worker                      | 16.37       | ***         |
| 07210       | Meat Cutter                              | 19.00       |             |
| 07260       | Waiter/Waitress                          | 15.54       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 23.62       |             |
| 09040       | Furniture Handler                            | 15.02       | ***         |
| 09080       | Furniture Refinisher                         | 23.62       |             |
| 09090       | Furniture Refinisher Helper                  | 17.89       |             |
| 09110       | Furniture Repairer, Minor                    | 20.76       |             |
| 09130       | Upholsterer                                  | 23.53       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 17.28       | ***         |
| 11060       | Elevator Operator                            | 16.87       | ***         |
| 11090       | Gardener                                     | 23.61       |             |
| 11122       | Housekeeping Aide                            | 16.87       | ***         |
| 11150       | Janitor                                      | 16.87       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 18.33       |             |
| 11240       | Maid or Houseman                             | 14.76       | ***         |
| 11260       | Pruner                                       | 16.59       | ***         |
| 11270       | Tractor Operator                             | 21.83       |             |
| 11330       | Trail Maintenance Worker                     | 18.33       |             |
| 11360       | Window Cleaner                               | 18.64       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 19.97       |             |
| 12011       | Breath Alcohol Technician                    | 26.95       |             |
| 12012       | Certified Occupational Therapist Assistant   | 31.96       |             |
| 12015       | Certified Physical Therapist Assistant       | 30.92       |             |
| 12020       | Dental Assistant                             | 23.15       |             |
| 12025       | Dental Hygienist                             | 42.73       |             |
| 12030       | EKG Technician                               | 39.45       |             |
| 12035       | Electroneurodiagnostic Technologist          | 39.45       |             |
| 12040       | Emergency Medical Technician                 | 19.97       |             |
| 12071       | Licensed Practical Nurse I                   | 24.09       |             |
| 12072       | Licensed Practical Nurse II                  | 26.95       |             |
| 12073       | Licensed Practical Nurse III                 | 30.03       |             |
| 12100       | Medical Assistant                            | 20.71       |             |
| 12130       | Medical Laboratory Technician                | 31.67       |             |
| 12160       | Medical Record Clerk                         | 21.37       |             |
| 12190       | Medical Record Technician                    | 23.90       |             |
| 12195       | Medical Transcriptionist                     | 20.63       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 46.26       |             |
| 12221       | Nursing Assistant I                                  | 13.90       | ***         |
| 12222       | Nursing Assistant II                                 | 15.63       | ***         |
| 12223       | Nursing Assistant III                                | 17.06       | ***         |
| 12224       | Nursing Assistant IV                                 | 19.15       |             |
| 12235       | Optical Dispenser                                    | 23.27       |             |
| 12236       | Optical Technician                                   | 24.09       |             |
| 12250       | Pharmacy Technician                                  | 19.03       |             |
| 12280       | Phlebotomist                                         | 20.60       |             |
| 12305       | Radiologic Technologist                              | 36.26       |             |
| 12311       | Registered Nurse I                                   | 26.81       |             |
| 12312       | Registered Nurse II                                  | 32.79       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.79       |             |
| 12314       | Registered Nurse III                                 | 39.67       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.67       |             |
| 12316       | Registered Nurse IV                                  | 47.56       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 33.38       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 28.42       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 22.38       |             |
| 13012       | Exhibits Specialist II                               | 27.72       |             |
| 13013       | Exhibits Specialist III                              | 33.90       |             |
| 13041       | Illustrator I                                        | 22.50       |             |
| 13042       | Illustrator II                                       | 27.87       |             |
| 13043       | Illustrator III                                      | 34.09       |             |
| 13047       | Librarian                                            | 30.39       |             |
| 13050       | Library Aide/Clerk                                   | 16.80       | ***         |
| 13054       | Library Information Technology Systems Administrator | 27.44       |             |
| 13058       | Library Technician                                   | 18.06       |             |
| 13061       | Media Specialist I                                   | 19.80       |             |
| 13062       | Media Specialist II                                  | 22.15       |             |
| 13063       | Media Specialist III                                 | 24.70       |             |
| 13071       | Photographer I                                       | 18.57       |             |
| 13072       | Photographer II                                      | 20.77       |             |
| 13073       | Photographer III                                     | 25.73       |             |
| 13074       | Photographer IV                                      | 31.47       |             |
| 13075       | Photographer V                                       | 38.07       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 21.10       |             |
| 13110       | Video Teleconference Technician                         | 25.07       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 22.21       |             |
| 14042       | Computer Operator II                                    | 24.85       |             |
| 14043       | Computer Operator III                                   | 27.69       |             |
| 14044       | Computer Operator IV                                    | 30.78       |             |
| 14045       | Computer Operator V                                     | 34.09       |             |
| 14071       | Computer Programmer I                                   |             | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 22.21       |             |
| 14160       | Personal Computer Support Technician                    | 30.78       |             |
| 14170       | System Support Specialist                               | 35.71       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.45       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 40.47       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 48.51       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.45       |             |
| 15060       | Educational Technologist                                | 37.62       |             |
| 15070       | Flight Instructor (Pilot)                               | 48.51       |             |
| 15080       | Graphic Artist                                          | 29.52       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 48.51       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 48.51       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 48.51       |             |
| 15090       | Technical Instructor                                    | 27.07       |             |
| 15095       | Technical Instructor/Course Developer                   | 33.11       |             |
| 15110       | Test Proctor                                            | 21.86       |             |
| 15120       | Tutor                                                   | 21.86       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.17       | ***         |
| 16030       | Counter Attendant                                       | 12.17       | ***         |
| 16040       | Dry Cleaner                                             | 15.01       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 12.17       | ***         |
| 16090       | Presser, Hand                                     | 12.17       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 12.17       | ***         |
| 16130       | Presser, Machine, Shirts                          | 12.17       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 12.17       | ***         |
| 16190       | Sewing Machine Operator                           | 16.06       | ***         |
| 16220       | Tailor                                            | 17.11       | ***         |
| 16250       | Washer, Machine                                   | 12.85       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 24.56       |             |
| 19040       | Tool And Die Maker                                | 29.32       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 22.97       |             |
| 21030       | Material Coordinator                              | 27.51       |             |
| 21040       | Material Expediter                                | 27.51       |             |
| 21050       | Material Handling Laborer                         | 19.32       |             |
| 21071       | Order Filler                                      | 18.56       |             |
| 21080       | Production Line Worker (Food Processing)          | 22.97       |             |
| 21110       | Shipping Packer                                   | 20.67       |             |
| 21130       | Shipping/Receiving Clerk                          | 20.67       |             |
| 21140       | Store Worker I                                    | 15.62       | ***         |
| 21150       | Stock Clerk                                       | 21.09       |             |
| 21210       | Tools And Parts Attendant                         | 22.97       |             |
| 21410       | Warehouse Specialist                              | 22.97       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 35.86       |             |
| 23019       | Aircraft Logs and Records Technician              | 28.69       |             |
| 23021       | Aircraft Mechanic I                               | 34.18       |             |
| 23022       | Aircraft Mechanic II                              | 35.86       |             |
| 23023       | Aircraft Mechanic III                             | 37.35       |             |
| 23040       | Aircraft Mechanic Helper                          | 24.72       |             |
| 23050       | Aircraft, Painter                                 | 32.65       |             |
| 23060       | Aircraft Servicer                                 | 28.69       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 32.65       |             |
| 23080       | Aircraft Worker                                   | 30.71       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 30.71       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 34.18       |             |



| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23110       | Appliance Mechanic                                                     | 23.37            |
| 23120       | Bicycle Repairer                                                       | 24.68            |
| 23125       | Cable Splicer                                                          | 41.52            |
| 23130       | Carpenter, Maintenance                                                 | 29.56            |
| 23140       | Carpet Layer                                                           | 26.03            |
| 23160       | Electrician, Maintenance                                               | 30.36            |
| 23181       | Electronics Technician Maintenance I                                   | 29.16            |
| 23182       | Electronics Technician Maintenance II                                  | 31.01            |
| 23183       | Electronics Technician Maintenance III                                 | 32.46            |
| 23260       | Fabric Worker                                                          | 26.49            |
| 23290       | Fire Alarm System Mechanic                                             | 27.23            |
| 23310       | Fire Extinguisher Repairer                                             | 24.68            |
| 23311       | Fuel Distribution System Mechanic                                      | 42.00            |
| 23312       | Fuel Distribution System Operator                                      | 32.85            |
| 23370       | General Maintenance Worker                                             | 24.25            |
| 23380       | Ground Support Equipment Mechanic                                      | 34.18            |
| 23381       | Ground Support Equipment Servicer                                      | 28.69            |
| 23382       | Ground Support Equipment Worker                                        | 30.71            |
| 23391       | Gunsmith I                                                             | 24.68            |
| 23392       | Gunsmith II                                                            | 28.36            |
| 23393       | Gunsmith III                                                           | 31.56            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 29.80            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 31.27            |
| 23430       | Heavy Equipment Mechanic                                               | 31.85            |
| 23440       | Heavy Equipment Operator                                               | 36.06            |
| 23460       | Instrument Mechanic                                                    | 30.60            |
| 23465       | Laboratory/Shelter Mechanic                                            | 30.15            |
| 23470       | Laborer                                                                | 19.32            |
| 23510       | Locksmith                                                              | 26.38            |
| 23530       | Machinery Maintenance Mechanic                                         | 31.47            |
| 23550       | Machinist, Maintenance                                                 | 25.38            |
| 23580       | Maintenance Trades Helper                                              | 22.07            |
| 23591       | Metrology Technician I                                                 | 30.60            |
| 23592       | Metrology Technician II                                                | 32.11            |
| 23593       | Metrology Technician III                                               | 33.44            |
| 23640       | Millwright                                                             | 35.46            |
| 23710       | Office Appliance Repairer                                              | 21.77            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 27.48       |             |
| 23790                                         | Pipefitter, Maintenance                           | 32.75       |             |
| 23810                                         | Plumber, Maintenance                              | 31.28       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 31.56       |             |
| 23850                                         | Rigger                                            | 31.56       |             |
| 23870                                         | Scale Mechanic                                    | 28.36       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 33.95       |             |
| 23910                                         | Small Engine Mechanic                             | 22.96       |             |
| 23931                                         | Telecommunications Mechanic I                     | 30.72       |             |
| 23932                                         | Telecommunications Mechanic II                    | 31.90       |             |
| 23950                                         | Telephone Lineman                                 | 28.72       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 24.23       |             |
| 23965                                         | Well Driller                                      | 31.56       |             |
| 23970                                         | Woodcraft Worker                                  | 31.56       |             |
| 23980                                         | Woodworker                                        | 24.68       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 20.01       |             |
| 24570                                         | Child Care Attendant                              | 13.72       | ***         |
| 24580                                         | Child Care Center Clerk                           | 17.11       | ***         |
| 24610                                         | Chore Aide                                        | 15.00       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 20.01       |             |
| 24630                                         | Homemaker                                         | 20.01       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 33.78       |             |
| 25040                                         | Sewage Plant Operator                             | 29.89       |             |
| 25070                                         | Stationary Engineer                               | 33.78       |             |
| 25190                                         | Ventilation Equipment Tender                      | 24.43       |             |
| 25210                                         | Water Treatment Plant Operator                    | 29.89       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 29.17       |             |
| 27007                                         | Baggage Inspector                                 | 17.66       | ***         |
| 27008                                         | Corrections Officer                               | 28.23       |             |
| 27010                                         | Court Security Officer                            | 31.19       |             |
| 27030                                         | Detection Dog Handler                             | 19.75       |             |
| 27040                                         | Detention Officer                                 | 28.23       |             |
| 27070                                         | Firefighter                                       | 34.15       |             |
| 27101                                         | Guard I                                           | 17.66       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 19.75       |             |
| 27131       | Police Officer I                               | 41.11       |             |
| 27132       | Police Officer II                              | 45.69       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 15.66       | ***         |
| 28042       | Carnival Equipment Repairer                    | 16.93       | ***         |
| 28043       | Carnival Worker                                | 12.01       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 16.80       | ***         |
| 28310       | Lifeguard                                      | 14.09       | ***         |
| 28350       | Park Attendant (Aide)                          | 18.79       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 13.72       | ***         |
| 28515       | Recreation Specialist                          | 23.28       |             |
| 28630       | Sports Official                                | 14.97       | ***         |
| 28690       | Swimming Pool Operator                         | 19.46       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 29.95       |             |
| 29020       | Hatch Tender                                   | 29.95       |             |
| 29030       | Line Handler                                   | 29.95       |             |
| 29041       | Stevedore I                                    | 27.96       |             |
| 29042       | Stevedore II                                   | 31.83       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.08       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.15       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.51       | see 2       |
| 30021       | Archeological Technician I                     | 19.24       |             |
| 30022       | Archeological Technician II                    | 21.52       |             |
| 30023       | Archeological Technician III                   | 26.67       |             |
| 30030       | Cartographic Technician                        | 26.67       |             |
| 30040       | Civil Engineering Technician                   | 31.30       |             |
| 30051       | Cryogenic Technician I                         | 29.53       |             |
| 30052       | Cryogenic Technician II                        | 32.62       |             |
| 30061       | Drafter/CAD Operator I                         | 19.24       |             |
| 30062       | Drafter/CAD Operator II                        | 21.52       |             |
| 30063       | Drafter/CAD Operator III                       | 24.00       |             |
| 30064       | Drafter/CAD Operator IV                        | 29.53       |             |
| 30081       | Engineering Technician I                       | 17.66       | ***         |
| 30082       | Engineering Technician II                      | 19.83       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30083       | Engineering Technician III                               | 22.18            |
| 30084       | Engineering Technician IV                                | 27.49            |
| 30085       | Engineering Technician V                                 | 33.61            |
| 30086       | Engineering Technician VI                                | 40.66            |
| 30090       | Environmental Technician                                 | 23.34            |
| 30095       | Evidence Control Specialist                              | 26.67            |
| 30210       | Laboratory Technician                                    | 28.44            |
| 30221       | Latent Fingerprint Technician I                          | 34.14            |
| 30222       | Latent Fingerprint Technician II                         | 37.71            |
| 30240       | Mathematical Technician                                  | 27.65            |
| 30361       | Paralegal/Legal Assistant I                              | 23.28            |
| 30362       | Paralegal/Legal Assistant II                             | 28.84            |
| 30363       | Paralegal/Legal Assistant III                            | 35.27            |
| 30364       | Paralegal/Legal Assistant IV                             | 42.67            |
| 30375       | Petroleum Supply Specialist                              | 32.62            |
| 30390       | Photo-Optics Technician                                  | 26.67            |
| 30395       | Radiation Control Technician                             | 32.62            |
| 30461       | Technical Writer I                                       | 28.64            |
| 30462       | Technical Writer II                                      | 35.04            |
| 30463       | Technical Writer III                                     | 42.38            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.55            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.97            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.31            |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.55            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.55            |
| 30501       | Weather Forecaster I                                     | 29.53            |
| 30502       | Weather Forecaster II                                    | 35.92            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.00 see 2      |
| 30621       | Weather Observer, Senior                                 | 26.67 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 36.97            |
| 31020       | Bus Aide                                                 | 21.03            |
| 31030       | Bus Driver                                               | 29.07            |
| 31043       | Driver Courier                                           | 19.57            |
| 31260       | Parking and Lot Attendant                                | 15.47 ***        |
| 31290       | Shuttle Bus Driver                                       | 17.15 ***        |
| 31310       | Taxi Driver                                              | 13.09 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 21.16       |             |
| 31362       | Truckdriver, Medium             | 22.71       |             |
| 31363       | Truckdriver, Heavy              | 29.03       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 29.03       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 18.02       |             |
| 99030       | Cashier                         | 14.10       | ***         |
| 99050       | Desk Clerk                      | 14.52       | ***         |
| 99095       | Embalmer                        | 32.64       |             |
| 99130       | Flight Follower                 | 30.55       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.67       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.02       |             |
| 99260       | Marketing Analyst               | 35.28       |             |
| 99310       | Mortician                       | 32.64       |             |
| 99410       | Pest Controller                 | 21.69       |             |
| 99510       | Photofinishing Worker           | 16.06       | ***         |
| 99710       | Recycling Laborer               | 28.33       |             |
| 99711       | Recycling Specialist            | 33.75       |             |
| 99730       | Refuse Collector                | 25.64       |             |
| 99810       | Sales Clerk                     | 15.02       | ***         |
| 99820       | School Crossing Guard           | 16.61       | ***         |
| 99830       | Survey Party Chief              | 28.91       |             |
| 99831       | Surveying Aide                  | 19.15       |             |
| 99832       | Surveying Technician            | 26.27       |             |
| 99840       | Vending Machine Attendant       | 15.38       | ***         |
| 99841       | Vending Machine Repairer        | 19.10       |             |
| 99842       | Vending Machine Repairer Helper | 15.38       | ***         |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

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

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all

occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5787**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 24

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Oregon

Area: Oregon County of Josephine

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.14       | ***         |
| 01012       | Accounting Clerk II                             | 19.24       |             |
| 01013       | Accounting Clerk III                            | 21.52       |             |
| 01020       | Administrative Assistant                        | 28.74       |             |
| 01035       | Court Reporter                                  | 21.43       |             |
| 01041       | Customer Service Representative I               | 14.86       | ***         |
| 01042       | Customer Service Representative II              | 16.21       | ***         |
| 01043       | Customer Service Representative III             | 18.22       |             |
| 01051       | Data Entry Operator I                           | 15.64       | ***         |
| 01052       | Data Entry Operator II                          | 17.06       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 20.44       |             |
| 01070       | Document Preparation Clerk                      | 17.06       | ***         |
| 01090       | Duplicating Machine Operator                    | 17.06       | ***         |
| 01111       | General Clerk I                                 | 16.85       | ***         |
| 01112       | General Clerk II                                | 18.38       |             |
| 01113       | General Clerk III                               | 20.65       |             |
| 01120       | Housing Referral Assistant                      | 23.89       |             |
| 01141       | Messenger Courier                               | 14.23       | ***         |
| 01191       | Order Clerk I                                   | 15.99       | ***         |
| 01192       | Order Clerk II                                  | 17.45       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 19.16       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01262       | Personnel Assistant (Employment) II      | 21.43       |             |
| 01263       | Personnel Assistant (Employment) III     | 23.89       |             |
| 01270       | Production Control Clerk                 | 22.34       |             |
| 01290       | Rental Clerk                             | 18.54       |             |
| 01300       | Scheduler, Maintenance                   | 19.16       |             |
| 01311       | Secretary I                              | 19.16       |             |
| 01312       | Secretary II                             | 21.43       |             |
| 01313       | Secretary III                            | 23.89       |             |
| 01320       | Service Order Dispatcher                 | 18.27       |             |
| 01410       | Supply Technician                        | 28.41       |             |
| 01420       | Survey Worker                            | 21.43       |             |
| 01460       | Switchboard Operator/Receptionist        | 17.25       | ***         |
| 01531       | Travel Clerk I                           | 16.63       | ***         |
| 01532       | Travel Clerk II                          | 18.06       |             |
| 01533       | Travel Clerk III                         | 19.47       |             |
| 01611       | Word Processor I                         | 17.06       | ***         |
| 01612       | Word Processor II                        | 19.16       |             |
| 01613       | Word Processor III                       | 21.43       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.79       |             |
| 05010       | Automotive Electrician                   | 21.30       |             |
| 05040       | Automotive Glass Installer               | 20.13       |             |
| 05070       | Automotive Worker                        | 20.13       |             |
| 05110       | Mobile Equipment Servicer                | 17.76       |             |
| 05130       | Motor Equipment Metal Mechanic           | 22.47       |             |
| 05160       | Motor Equipment Metal Worker             | 20.13       |             |
| 05190       | Motor Vehicle Mechanic                   | 22.47       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 16.60       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 18.96       |             |
| 05280       | Motor Vehicle Wrecker                    | 20.13       |             |
| 05310       | Painter, Automotive                      | 21.30       |             |
| 05340       | Radiator Repair Specialist               | 20.13       |             |
| 05370       | Tire Repairer                            | 19.39       |             |
| 05400       | Transmission Repair Specialist           | 22.47       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 21.75       |             |
| 07041       | Cook I                                   | 18.01       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 20.39       |             |
| 07070       | Dishwasher                                   | 14.65       | ***         |
| 07130       | Food Service Worker                          | 16.28       | ***         |
| 07210       | Meat Cutter                                  | 18.13       |             |
| 07260       | Waiter/Waitress                              | 14.03       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.17       |             |
| 09040       | Furniture Handler                            | 15.04       | ***         |
| 09080       | Furniture Refinisher                         | 22.17       |             |
| 09090       | Furniture Refinisher Helper                  | 17.64       | ***         |
| 09110       | Furniture Repairer, Minor                    | 20.19       |             |
| 09130       | Upholsterer                                  | 22.17       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.07       | ***         |
| 11060       | Elevator Operator                            | 16.07       | ***         |
| 11090       | Gardener                                     | 22.21       |             |
| 11122       | Housekeeping Aide                            | 17.16       | ***         |
| 11150       | Janitor                                      | 17.16       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.71       | ***         |
| 11240       | Maid or Houseman                             | 16.50       | ***         |
| 11260       | Pruner                                       | 16.27       | ***         |
| 11270       | Tractor Operator                             | 20.78       |             |
| 11330       | Trail Maintenance Worker                     | 17.71       | ***         |
| 11360       | Window Cleaner                               | 18.67       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 30.77       |             |
| 12011       | Breath Alcohol Technician                    | 30.77       |             |
| 12012       | Certified Occupational Therapist Assistant   | 42.22       |             |
| 12015       | Certified Physical Therapist Assistant       | 42.22       |             |
| 12020       | Dental Assistant                             | 24.75       |             |
| 12025       | Dental Hygienist                             | 48.64       |             |
| 12030       | EKG Technician                               | 46.64       |             |
| 12035       | Electroneurodiagnostic Technologist          | 46.64       |             |
| 12040       | Emergency Medical Technician                 | 30.77       |             |
| 12071       | Licensed Practical Nurse I                   | 27.50       |             |
| 12072       | Licensed Practical Nurse II                  | 30.77       |             |
| 12073       | Licensed Practical Nurse III                 | 34.31       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 21.79       |             |
| 12130       | Medical Laboratory Technician                        | 28.50       |             |
| 12160       | Medical Record Clerk                                 | 22.67       |             |
| 12190       | Medical Record Technician                            | 31.12       |             |
| 12195       | Medical Transcriptionist                             | 27.50       |             |
| 12210       | Nuclear Medicine Technologist                        | 67.64       |             |
| 12221       | Nursing Assistant I                                  | 15.42       | ***         |
| 12222       | Nursing Assistant II                                 | 17.34       | ***         |
| 12223       | Nursing Assistant III                                | 18.91       |             |
| 12224       | Nursing Assistant IV                                 | 21.24       |             |
| 12235       | Optical Dispenser                                    | 30.77       |             |
| 12236       | Optical Technician                                   | 27.50       |             |
| 12250       | Pharmacy Technician                                  | 23.05       |             |
| 12280       | Phlebotomist                                         | 21.29       |             |
| 12305       | Radiologic Technologist                              | 46.64       |             |
| 12311       | Registered Nurse I                                   | 26.78       |             |
| 12312       | Registered Nurse II                                  | 32.76       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.76       |             |
| 12314       | Registered Nurse III                                 | 39.63       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.63       |             |
| 12316       | Registered Nurse IV                                  | 47.50       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 38.13       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 27.14       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 19.45       |             |
| 13012       | Exhibits Specialist II                               | 24.11       |             |
| 13013       | Exhibits Specialist III                              | 29.49       |             |
| 13041       | Illustrator I                                        | 19.45       |             |
| 13042       | Illustrator II                                       | 24.11       |             |
| 13043       | Illustrator III                                      | 29.49       |             |
| 13047       | Librarian                                            | 26.69       |             |
| 13050       | Library Aide/Clerk                                   | 14.56       | ***         |
| 13054       | Library Information Technology Systems Administrator | 24.11       |             |
| 13058       | Library Technician                                   | 16.92       | ***         |
| 13061       | Media Specialist I                                   | 17.39       | ***         |
| 13062       | Media Specialist II                                  | 19.45       |             |
| 13063       | Media Specialist III                                 | 21.70       |             |

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 16.33       | ***         |
| 13072       | Photographer II                                 | 18.27       |             |
| 13073       | Photographer III                                | 22.63       |             |
| 13074       | Photographer IV                                 | 27.04       |             |
| 13075       | Photographer V                                  | 32.74       |             |
| 13090       | Technical Order Library Clerk                   | 16.73       | ***         |
| 13110       | Video Teleconference Technician                 | 15.87       | ***         |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 17.44       | ***         |
| 14042       | Computer Operator II                            | 18.89       |             |
| 14043       | Computer Operator III                           | 21.01       |             |
| 14044       | Computer Operator IV                            | 23.33       |             |
| 14045       | Computer Operator V                             | 25.92       |             |
| 14071       | Computer Programmer I                           | 19.56       | see 1       |
| 14072       | Computer Programmer II                          | 24.77       | 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                   | 17.44       | ***         |
| 14160       | Personal Computer Support Technician            | 25.15       |             |
| 14170       | System Support Specialist                       | 25.92       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 27.87       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 31.49       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 37.75       |             |
| 15050       | Computer Based Training Specialist / Instructor | 27.87       |             |
| 15060       | Educational Technologist                        | 32.39       |             |
| 15070       | Flight Instructor (Pilot)                       | 37.75       |             |
| 15080       | Graphic Artist                                  | 25.34       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 37.75       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 37.75       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 37.75       |             |
| 15090       | Technical Instructor                            | 22.78       |             |
| 15095       | Technical Instructor/Course Developer           | 29.36       |             |
| 15110       | Test Proctor                                    | 18.88       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15120       | Tutor                                                   | 18.88       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 17.98       |             |
| 16030       | Counter Attendant                                       | 17.98       |             |
| 16040       | Dry Cleaner                                             | 20.55       |             |
| 16070       | Finisher, Flatwork, Machine                             | 17.98       |             |
| 16090       | Presser, Hand                                           | 17.98       |             |
| 16110       | Presser, Machine, Drycleaning                           | 17.98       |             |
| 16130       | Presser, Machine, Shirts                                | 17.98       |             |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 17.98       |             |
| 16190       | Sewing Machine Operator                                 | 21.40       |             |
| 16220       | Tailor                                                  | 22.26       |             |
| 16250       | Washer, Machine                                         | 18.83       |             |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 25.30       |             |
| 19040       | Tool And Die Maker                                      | 30.83       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.70       |             |
| 21030       | Material Coordinator                                    | 22.34       |             |
| 21040       | Material Expediter                                      | 22.34       |             |
| 21050       | Material Handling Laborer                               | 16.75       | ***         |
| 21071       | Order Filler                                            | 17.58       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.70       |             |
| 21110       | Shipping Packer                                         | 19.47       |             |
| 21130       | Shipping/Receiving Clerk                                | 19.47       |             |
| 21140       | Store Worker I                                          | 15.60       | ***         |
| 21150       | Stock Clerk                                             | 20.29       |             |
| 21210       | Tools And Parts Attendant                               | 20.70       |             |
| 21410       | Warehouse Specialist                                    | 20.70       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 28.04       |             |
| 23019       | Aircraft Logs and Records Technician                    | 22.52       |             |
| 23021       | Aircraft Mechanic I                                     | 26.69       |             |
| 23022       | Aircraft Mechanic II                                    | 28.04       |             |
| 23023       | Aircraft Mechanic III                                   | 29.46       |             |
| 23040       | Aircraft Mechanic Helper                                | 19.68       |             |
| 23050       | Aircraft, Painter                                       | 25.30       |             |



| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23060       | Aircraft Servicer                                                      | 22.52       |             |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 25.30       |             |
| 23080       | Aircraft Worker                                                        | 23.91       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 23.91       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 26.69       |             |
| 23110       | Appliance Mechanic                                                     | 25.30       |             |
| 23120       | Bicycle Repairer                                                       | 21.04       |             |
| 23125       | Cable Splicer                                                          | 26.69       |             |
| 23130       | Carpenter, Maintenance                                                 | 26.95       |             |
| 23140       | Carpet Layer                                                           | 23.91       |             |
| 23160       | Electrician, Maintenance                                               | 39.71       |             |
| 23181       | Electronics Technician Maintenance I                                   | 23.91       |             |
| 23182       | Electronics Technician Maintenance II                                  | 25.30       |             |
| 23183       | Electronics Technician Maintenance III                                 | 26.69       |             |
| 23260       | Fabric Worker                                                          | 22.52       |             |
| 23290       | Fire Alarm System Mechanic                                             | 26.69       |             |
| 23310       | Fire Extinguisher Repairer                                             | 21.04       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 26.69       |             |
| 23312       | Fuel Distribution System Operator                                      | 21.04       |             |
| 23370       | General Maintenance Worker                                             | 21.52       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 26.69       |             |
| 23381       | Ground Support Equipment Servicer                                      | 22.52       |             |
| 23382       | Ground Support Equipment Worker                                        | 23.91       |             |
| 23391       | Gunsmith I                                                             | 21.04       |             |
| 23392       | Gunsmith II                                                            | 23.91       |             |
| 23393       | Gunsmith III                                                           | 26.70       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 24.86       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.13       |             |
| 23430       | Heavy Equipment Mechanic                                               | 26.69       |             |
| 23440       | Heavy Equipment Operator                                               | 30.70       |             |
| 23460       | Instrument Mechanic                                                    | 26.69       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 25.30       |             |
| 23470       | Laborer                                                                | 16.75       | ***         |
| 23510       | Locksmith                                                              | 25.30       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 29.38       |             |
| 23550       | Machinist, Maintenance                                                 | 22.86       |             |
| 23580       | Maintenance Trades Helper                                              | 19.68       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23591       | Metrology Technician I                            | 26.69       |             |
| 23592       | Metrology Technician II                           | 28.04       |             |
| 23593       | Metrology Technician III                          | 29.46       |             |
| 23640       | Millwright                                        | 26.69       |             |
| 23710       | Office Appliance Repairer                         | 25.30       |             |
| 23760       | Painter, Maintenance                              | 20.36       |             |
| 23790       | Pipefitter, Maintenance                           | 27.76       |             |
| 23810       | Plumber, Maintenance                              | 25.86       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 26.69       |             |
| 23850       | Rigger                                            | 26.69       |             |
| 23870       | Scale Mechanic                                    | 23.91       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 26.69       |             |
| 23910       | Small Engine Mechanic                             | 23.91       |             |
| 23931       | Telecommunications Mechanic I                     | 26.69       |             |
| 23932       | Telecommunications Mechanic II                    | 28.04       |             |
| 23950       | Telephone Lineman                                 | 25.69       |             |
| 23960       | Welder, Combination, Maintenance                  | 22.45       |             |
| 23965       | Well Driller                                      | 26.69       |             |
| 23970       | Woodcraft Worker                                  | 26.69       |             |
| 23980       | Woodworker                                        | 21.04       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 21.41       |             |
| 24570       | Child Care Attendant                              | 14.72       | ***         |
| 24580       | Child Care Center Clerk                           | 18.36       |             |
| 24610       | Chore Aide                                        | 18.18       |             |
| 24620       | Family Readiness And Support Services Coordinator | 21.41       |             |
| 24630       | Homemaker                                         | 21.41       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 27.63       |             |
| 25040       | Sewage Plant Operator                             | 26.19       |             |
| 25070       | Stationary Engineer                               | 27.63       |             |
| 25190       | Ventilation Equipment Tender                      | 20.28       |             |
| 25210       | Water Treatment Plant Operator                    | 26.19       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 24.92       |             |
| 27007       | Baggage Inspector                                 | 16.72       | ***         |
| 27008       | Corrections Officer                               | 21.67       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27010       | Court Security Officer                         | 21.67       |             |
| 27030       | Detection Dog Handler                          | 18.71       |             |
| 27040       | Detention Officer                              | 21.67       |             |
| 27070       | Firefighter                                    | 22.48       |             |
| 27101       | Guard I                                        | 16.72       | ***         |
| 27102       | Guard II                                       | 18.71       |             |
| 27131       | Police Officer I                               | 28.16       |             |
| 27132       | Police Officer II                              | 31.28       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 13.65       | ***         |
| 28042       | Carnival Equipment Repairer                    | 14.51       | ***         |
| 28043       | Carnival Worker                                | 11.13       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 19.07       |             |
| 28310       | Lifeguard                                      | 16.99       | ***         |
| 28350       | Park Attendant (Aide)                          | 21.32       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 15.57       | ***         |
| 28515       | Recreation Specialist                          | 26.42       |             |
| 28630       | Sports Official                                | 16.99       | ***         |
| 28690       | Swimming Pool Operator                         | 23.89       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 23.91       |             |
| 29020       | Hatch Tender                                   | 23.91       |             |
| 29030       | Line Handler                                   | 23.91       |             |
| 29041       | Stevedore I                                    | 22.52       |             |
| 29042       | Stevedore II                                   | 25.30       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 16.29       | ***         |
| 30022       | Archeological Technician II                    | 18.22       |             |
| 30023       | Archeological Technician III                   | 22.57       |             |
| 30030       | Cartographic Technician                        | 22.57       |             |
| 30040       | Civil Engineering Technician                   | 23.84       |             |
| 30051       | Cryogenic Technician I                         | 21.24       |             |
| 30052       | Cryogenic Technician II                        | 23.46       |             |
| 30061       | Drafter/CAD Operator I                         | 16.29       | ***         |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30062       | Drafter/CAD Operator II                                  | 18.22       |             |
| 30063       | Drafter/CAD Operator III                                 | 20.32       |             |
| 30064       | Drafter/CAD Operator IV                                  | 25.00       |             |
| 30081       | Engineering Technician I                                 | 15.92       | ***         |
| 30082       | Engineering Technician II                                | 17.87       |             |
| 30083       | Engineering Technician III                               | 19.99       |             |
| 30084       | Engineering Technician IV                                | 24.76       |             |
| 30085       | Engineering Technician V                                 | 30.29       |             |
| 30086       | Engineering Technician VI                                | 36.65       |             |
| 30090       | Environmental Technician                                 | 22.57       |             |
| 30095       | Evidence Control Specialist                              | 19.18       |             |
| 30210       | Laboratory Technician                                    | 20.32       |             |
| 30221       | Latent Fingerprint Technician I                          | 21.24       |             |
| 30222       | Latent Fingerprint Technician II                         | 23.46       |             |
| 30240       | Mathematical Technician                                  | 22.57       |             |
| 30361       | Paralegal/Legal Assistant I                              | 21.90       |             |
| 30362       | Paralegal/Legal Assistant II                             | 27.14       |             |
| 30363       | Paralegal/Legal Assistant III                            | 33.19       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 40.15       |             |
| 30375       | Petroleum Supply Specialist                              | 23.46       |             |
| 30390       | Photo-Optics Technician                                  | 22.57       |             |
| 30395       | Radiation Control Technician                             | 23.46       |             |
| 30461       | Technical Writer I                                       | 18.44       |             |
| 30462       | Technical Writer II                                      | 22.56       |             |
| 30463       | Technical Writer III                                     | 27.29       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 28.73       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 34.76       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 41.67       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 28.73       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 28.73       |             |
| 30501       | Weather Forecaster I                                     | 25.00       |             |
| 30502       | Weather Forecaster II                                    | 30.41       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 20.32       | see 2       |
| 30621       | Weather Observer, Senior                                 | 22.57       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 34.76       |             |
| 31020       | Bus Aide                                                 | 15.51       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 20.75       |             |
| 31043       | Driver Courier                  | 18.20       |             |
| 31260       | Parking and Lot Attendant       | 14.25       | ***         |
| 31290       | Shuttle Bus Driver              | 16.79       | ***         |
| 31310       | Taxi Driver                     | 16.47       | ***         |
| 31361       | Truckdriver, Light              | 19.46       |             |
| 31362       | Truckdriver, Medium             | 20.75       |             |
| 31363       | Truckdriver, Heavy              | 23.80       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 23.80       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 16.95       | ***         |
| 99030       | Cashier                         | 14.81       | ***         |
| 99050       | Desk Clerk                      | 16.06       | ***         |
| 99095       | Embalmer                        | 28.73       |             |
| 99130       | Flight Follower                 | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I   | 17.78       |             |
| 99252       | Laboratory Animal Caretaker II  | 19.01       |             |
| 99260       | Marketing Analyst               | 27.39       |             |
| 99310       | Mortician                       | 28.73       |             |
| 99410       | Pest Controller                 | 25.01       |             |
| 99510       | Photofinishing Worker           | 15.10       | ***         |
| 99710       | Recycling Laborer               | 18.70       |             |
| 99711       | Recycling Specialist            | 21.94       |             |
| 99730       | Refuse Collector                | 19.03       |             |
| 99810       | Sales Clerk                     | 16.99       | ***         |
| 99820       | School Crossing Guard           | 18.18       |             |
| 99830       | Survey Party Chief              | 23.75       |             |
| 99831       | Surveying Aide                  | 14.92       | ***         |
| 99832       | Surveying Technician            | 20.31       |             |
| 99840       | Vending Machine Attendant       | 21.94       |             |
| 99841       | Vending Machine Repairer        | 26.56       |             |
| 99842       | Vending Machine Repairer Helper | 21.94       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5789**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Oregon

Area: Oregon County of Gilliam

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.45       | ***         |
| 01012       | Accounting Clerk II                             | 19.58       |             |
| 01013       | Accounting Clerk III                            | 21.90       |             |
| 01020       | Administrative Assistant                        | 29.83       |             |
| 01035       | Court Reporter                                  | 20.75       |             |
| 01041       | Customer Service Representative I               | 15.29       | ***         |
| 01042       | Customer Service Representative II              | 16.68       | ***         |
| 01043       | Customer Service Representative III             | 18.72       |             |
| 01051       | Data Entry Operator I                           | 14.64       | ***         |
| 01052       | Data Entry Operator II                          | 15.97       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 20.87       |             |
| 01070       | Document Preparation Clerk                      | 15.97       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.97       | ***         |
| 01111       | General Clerk I                                 | 16.49       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01112       | General Clerk II                     | 18.00       |             |
| 01113       | General Clerk III                    | 20.20       |             |
| 01120       | Housing Referral Assistant           | 22.46       |             |
| 01141       | Messenger Courier                    | 14.12       | ***         |
| 01191       | Order Clerk I                        | 17.89       |             |
| 01192       | Order Clerk II                       | 20.00       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.61       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.97       |             |
| 01263       | Personnel Assistant (Employment) III | 23.21       |             |
| 01270       | Production Control Clerk             | 24.12       |             |
| 01290       | Rental Clerk                         | 18.26       |             |
| 01300       | Scheduler, Maintenance               | 18.02       |             |
| 01311       | Secretary I                          | 18.02       |             |
| 01312       | Secretary II                         | 20.15       |             |
| 01313       | Secretary III                        | 22.46       |             |
| 01320       | Service Order Dispatcher             | 18.66       |             |
| 01410       | Supply Technician                    | 29.83       |             |
| 01420       | Survey Worker                        | 19.88       |             |
| 01460       | Switchboard Operator/Receptionist    | 17.39       | ***         |
| 01531       | Travel Clerk I                       | 16.42       | ***         |
| 01532       | Travel Clerk II                      | 17.23       | ***         |
| 01533       | Travel Clerk III                     | 19.89       |             |
| 01611       | Word Processor I                     | 15.97       | ***         |
| 01612       | Word Processor II                    | 17.94       |             |
| 01613       | Word Processor III                   | 20.75       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.51       |             |
| 05010       | Automotive Electrician               | 21.07       |             |
| 05040       | Automotive Glass Installer           | 19.82       |             |
| 05070       | Automotive Worker                    | 19.82       |             |
| 05110       | Mobile Equipment Servicer            | 17.30       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 22.32       |             |
| 05160       | Motor Equipment Metal Worker         | 19.82       |             |
| 05190       | Motor Vehicle Mechanic               | 22.32       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 16.05       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 18.56       |             |
| 05280       | Motor Vehicle Wrecker                | 19.82       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05310       | Painter, Automotive                          | 21.07       |             |
| 05340       | Radiator Repair Specialist                   | 19.82       |             |
| 05370       | Tire Repairer                                | 17.33       | ***         |
| 05400       | Transmission Repair Specialist               | 22.32       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 16.04       | ***         |
| 07041       | Cook I                                       | 17.75       |             |
| 07042       | Cook II                                      | 20.34       |             |
| 07070       | Dishwasher                                   | 14.92       | ***         |
| 07130       | Food Service Worker                          | 15.95       | ***         |
| 07210       | Meat Cutter                                  | 19.66       |             |
| 07260       | Waiter/Waitress                              | 14.00       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.04       |             |
| 09040       | Furniture Handler                            | 14.31       | ***         |
| 09080       | Furniture Refinisher                         | 22.04       |             |
| 09090       | Furniture Refinisher Helper                  | 16.76       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.38       |             |
| 09130       | Upholsterer                                  | 22.04       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.19       | ***         |
| 11060       | Elevator Operator                            | 17.13       | ***         |
| 11090       | Gardener                                     | 22.06       |             |
| 11122       | Housekeeping Aide                            | 17.13       | ***         |
| 11150       | Janitor                                      | 17.13       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.47       | ***         |
| 11240       | Maid or Houseman                             | 15.91       | ***         |
| 11260       | Pruner                                       | 16.18       | ***         |
| 11270       | Tractor Operator                             | 20.47       |             |
| 11330       | Trail Maintenance Worker                     | 17.47       | ***         |
| 11360       | Window Cleaner                               | 18.50       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 20.94       |             |
| 12011       | Breath Alcohol Technician                    | 28.75       |             |
| 12012       | Certified Occupational Therapist Assistant   | 39.45       |             |
| 12015       | Certified Physical Therapist Assistant       | 39.45       |             |
| 12020       | Dental Assistant                             | 24.31       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12025       | Dental Hygienist                     | 44.68       |             |
| 12030       | EKG Technician                       | 43.57       |             |
| 12035       | Electroneurodiagnostic Technologist  | 43.57       |             |
| 12040       | Emergency Medical Technician         | 20.94       |             |
| 12071       | Licensed Practical Nurse I           | 25.70       |             |
| 12072       | Licensed Practical Nurse II          | 28.75       |             |
| 12073       | Licensed Practical Nurse III         | 32.06       |             |
| 12100       | Medical Assistant                    | 22.12       |             |
| 12130       | Medical Laboratory Technician        | 36.50       |             |
| 12160       | Medical Record Clerk                 | 24.95       |             |
| 12190       | Medical Record Technician            | 27.90       |             |
| 12195       | Medical Transcriptionist             | 24.63       |             |
| 12210       | Nuclear Medicine Technologist        | 63.18       |             |
| 12221       | Nursing Assistant I                  | 15.26       | ***         |
| 12222       | Nursing Assistant II                 | 17.17       | ***         |
| 12223       | Nursing Assistant III                | 18.74       |             |
| 12224       | Nursing Assistant IV                 | 21.03       |             |
| 12235       | Optical Dispenser                    | 19.66       |             |
| 12236       | Optical Technician                   | 25.70       |             |
| 12250       | Pharmacy Technician                  | 22.78       |             |
| 12280       | Phlebotomist                         | 20.22       |             |
| 12305       | Radiologic Technologist              | 41.87       |             |
| 12311       | Registered Nurse I                   | 29.04       |             |
| 12312       | Registered Nurse II                  | 35.53       |             |
| 12313       | Registered Nurse II, Specialist      | 35.53       |             |
| 12314       | Registered Nurse III                 | 42.99       |             |
| 12315       | Registered Nurse III, Anesthetist    | 42.99       |             |
| 12316       | Registered Nurse IV                  | 51.52       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 35.62       |             |
| 12320       | Substance Abuse Treatment Counselor  | 27.37       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 21.10       |             |
| 13012       | Exhibits Specialist II               | 26.16       |             |
| 13013       | Exhibits Specialist III              | 31.53       |             |
| 13041       | Illustrator I                        | 20.19       |             |
| 13042       | Illustrator II                       | 25.01       |             |
| 13043       | Illustrator III                      | 30.59       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13047       | Librarian                                            | 28.75       |             |
| 13050       | Library Aide/Clerk                                   | 15.00       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.96       |             |
| 13058       | Library Technician                                   | 19.58       |             |
| 13061       | Media Specialist I                                   | 18.74       |             |
| 13062       | Media Specialist II                                  | 20.97       |             |
| 13063       | Media Specialist III                                 | 23.36       |             |
| 13071       | Photographer I                                       | 17.59       | ***         |
| 13072       | Photographer II                                      | 19.68       |             |
| 13073       | Photographer III                                     | 24.38       |             |
| 13074       | Photographer IV                                      | 29.82       |             |
| 13075       | Photographer V                                       | 36.08       |             |
| 13090       | Technical Order Library Clerk                        | 18.83       |             |
| 13110       | Video Teleconference Technician                      | 18.87       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 22.04       |             |
| 14042       | Computer Operator II                                 | 24.65       |             |
| 14043       | Computer Operator III                                | 27.49       |             |
| 14044       | Computer Operator IV                                 | 30.54       |             |
| 14045       | Computer Operator V                                  | 33.82       |             |
| 14071       | Computer Programmer I                                | 20.15       | see 1       |
| 14072       | Computer Programmer II                               | 24.95       | 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                        | 22.04       |             |
| 14160       | Personal Computer Support Technician                 | 30.54       |             |
| 14170       | System Support Specialist                            | 33.82       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 31.92       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 38.61       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 46.28       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 31.92       |             |
| 15060       | Educational Technologist                             | 31.92       |             |
| 15070       | Flight Instructor (Pilot)                            | 46.28       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15080       | Graphic Artist                                          | 26.48       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.28       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.28       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.28       |             |
| 15090       | Technical Instructor                                    | 25.06       |             |
| 15095       | Technical Instructor/Course Developer                   | 30.66       |             |
| 15110       | Test Proctor                                            | 20.23       |             |
| 15120       | Tutor                                                   | 20.23       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 18.60       |             |
| 16030       | Counter Attendant                                       | 18.60       |             |
| 16040       | Dry Cleaner                                             | 21.25       |             |
| 16070       | Finisher, Flatwork, Machine                             | 18.60       |             |
| 16090       | Presser, Hand                                           | 18.60       |             |
| 16110       | Presser, Machine, Drycleaning                           | 18.60       |             |
| 16130       | Presser, Machine, Shirts                                | 18.60       |             |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 18.60       |             |
| 16190       | Sewing Machine Operator                                 | 22.15       |             |
| 16220       | Tailor                                                  | 23.03       |             |
| 16250       | Washer, Machine                                         | 19.48       |             |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 30.66       |             |
| 19040       | Tool And Die Maker                                      | 37.75       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 21.31       |             |
| 21030       | Material Coordinator                                    | 24.12       |             |
| 21040       | Material Expediter                                      | 24.12       |             |
| 21050       | Material Handling Laborer                               | 17.48       | ***         |
| 21071       | Order Filler                                            | 17.63       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 21.31       |             |
| 21110       | Shipping Packer                                         | 20.28       |             |
| 21130       | Shipping/Receiving Clerk                                | 20.28       |             |
| 21140       | Store Worker I                                          | 16.66       | ***         |
| 21150       | Stock Clerk                                             | 20.66       |             |
| 21210       | Tools And Parts Attendant                               | 21.31       |             |
| 21410       | Warehouse Specialist                                    | 21.31       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |



| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23010       | Aerospace Structural Welder                                            | 38.21            |
| 23019       | Aircraft Logs and Records Technician                                   | 30.18            |
| 23021       | Aircraft Mechanic I                                                    | 36.30            |
| 23022       | Aircraft Mechanic II                                                   | 38.21            |
| 23023       | Aircraft Mechanic III                                                  | 40.26            |
| 23040       | Aircraft Mechanic Helper                                               | 26.11            |
| 23050       | Aircraft, Painter                                                      | 34.26            |
| 23060       | Aircraft Servicer                                                      | 30.18            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 34.26            |
| 23080       | Aircraft Worker                                                        | 32.24            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 32.24            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 36.30            |
| 23110       | Appliance Mechanic                                                     | 30.66            |
| 23120       | Bicycle Repairer                                                       | 25.15            |
| 23125       | Cable Splicer                                                          | 57.57            |
| 23130       | Carpenter, Maintenance                                                 | 25.71            |
| 23140       | Carpet Layer                                                           | 28.85            |
| 23160       | Electrician, Maintenance                                               | 39.97            |
| 23181       | Electronics Technician Maintenance I                                   | 37.15            |
| 23182       | Electronics Technician Maintenance II                                  | 39.48            |
| 23183       | Electronics Technician Maintenance III                                 | 41.83            |
| 23260       | Fabric Worker                                                          | 27.01            |
| 23290       | Fire Alarm System Mechanic                                             | 32.49            |
| 23310       | Fire Extinguisher Repairer                                             | 25.15            |
| 23311       | Fuel Distribution System Mechanic                                      | 32.29            |
| 23312       | Fuel Distribution System Operator                                      | 25.02            |
| 23370       | General Maintenance Worker                                             | 22.40            |
| 23380       | Ground Support Equipment Mechanic                                      | 36.30            |
| 23381       | Ground Support Equipment Servicer                                      | 30.18            |
| 23382       | Ground Support Equipment Worker                                        | 32.24            |
| 23391       | Gunsmith I                                                             | 25.15            |
| 23392       | Gunsmith II                                                            | 28.85            |
| 23393       | Gunsmith III                                                           | 32.49            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 29.61            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 31.17            |
| 23430       | Heavy Equipment Mechanic                                               | 30.42            |
| 23440       | Heavy Equipment Operator                                               | 29.46            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23460       | Instrument Mechanic                               | 32.49       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 30.66       |             |
| 23470       | Laborer                                           | 17.48       | ***         |
| 23510       | Locksmith                                         | 30.66       |             |
| 23530       | Machinery Maintenance Mechanic                    | 28.87       |             |
| 23550       | Machinist, Maintenance                            | 29.20       |             |
| 23580       | Maintenance Trades Helper                         | 17.34       | ***         |
| 23591       | Metrology Technician I                            | 32.49       |             |
| 23592       | Metrology Technician II                           | 34.20       |             |
| 23593       | Metrology Technician III                          | 36.04       |             |
| 23640       | Millwright                                        | 32.49       |             |
| 23710       | Office Appliance Repairer                         | 30.66       |             |
| 23760       | Painter, Maintenance                              | 22.78       |             |
| 23790       | Pipefitter, Maintenance                           | 35.80       |             |
| 23810       | Plumber, Maintenance                              | 33.79       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 32.49       |             |
| 23850       | Rigger                                            | 32.49       |             |
| 23870       | Scale Mechanic                                    | 28.85       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 32.29       |             |
| 23910       | Small Engine Mechanic                             | 28.85       |             |
| 23931       | Telecommunications Mechanic I                     | 29.43       |             |
| 23932       | Telecommunications Mechanic II                    | 30.98       |             |
| 23950       | Telephone Lineman                                 | 29.16       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.44       |             |
| 23965       | Well Driller                                      | 32.49       |             |
| 23970       | Woodcraft Worker                                  | 32.49       |             |
| 23980       | Woodworker                                        | 25.15       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 21.63       |             |
| 24570       | Child Care Attendant                              | 15.76       | ***         |
| 24580       | Child Care Center Clerk                           | 19.66       |             |
| 24610       | Chore Aide                                        | 16.81       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 21.63       |             |
| 24630       | Homemaker                                         | 21.63       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 28.48       |             |
| 25040       | Sewage Plant Operator                             | 26.24       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25070       | Stationary Engineer                            | 28.48       |             |
| 25190       | Ventilation Equipment Tender                   | 20.42       |             |
| 25210       | Water Treatment Plant Operator                 | 26.24       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 26.64       |             |
| 27007       | Baggage Inspector                              | 18.05       |             |
| 27008       | Corrections Officer                            | 30.34       |             |
| 27010       | Court Security Officer                         | 31.92       |             |
| 27030       | Detection Dog Handler                          | 20.32       |             |
| 27040       | Detention Officer                              | 30.34       |             |
| 27070       | Firefighter                                    | 31.59       |             |
| 27101       | Guard I                                        | 18.05       |             |
| 27102       | Guard II                                       | 20.32       |             |
| 27131       | Police Officer I                               | 30.73       |             |
| 27132       | Police Officer II                              | 34.17       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 17.78       |             |
| 28042       | Carnival Equipment Repairer                    | 19.16       |             |
| 28043       | Carnival Worker                                | 14.05       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 21.23       |             |
| 28310       | Lifeguard                                      | 16.33       | ***         |
| 28350       | Park Attendant (Aide)                          | 23.75       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 17.34       | ***         |
| 28515       | Recreation Specialist                          | 29.43       |             |
| 28630       | Sports Official                                | 18.92       |             |
| 28690       | Swimming Pool Operator                         | 23.21       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 28.85       |             |
| 29020       | Hatch Tender                                   | 28.85       |             |
| 29030       | Line Handler                                   | 28.85       |             |
| 29041       | Stevedore I                                    | 27.01       |             |
| 29042       | Stevedore II                                   | 30.66       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 17.88       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30022       | Archeological Technician II              | 19.99            |
| 30023       | Archeological Technician III             | 24.77            |
| 30030       | Cartographic Technician                  | 24.77            |
| 30040       | Civil Engineering Technician             | 33.09            |
| 30051       | Cryogenic Technician I                   | 27.23            |
| 30052       | Cryogenic Technician II                  | 30.08            |
| 30061       | Drafter/CAD Operator I                   | 17.88            |
| 30062       | Drafter/CAD Operator II                  | 19.99            |
| 30063       | Drafter/CAD Operator III                 | 22.28            |
| 30064       | Drafter/CAD Operator IV                  | 27.43            |
| 30081       | Engineering Technician I                 | 16.14 ***        |
| 30082       | Engineering Technician II                | 18.13            |
| 30083       | Engineering Technician III               | 20.29            |
| 30084       | Engineering Technician IV                | 25.76            |
| 30085       | Engineering Technician V                 | 31.76            |
| 30086       | Engineering Technician VI                | 37.19            |
| 30090       | Environmental Technician                 | 24.77            |
| 30095       | Evidence Control Specialist              | 24.59            |
| 30210       | Laboratory Technician                    | 22.28            |
| 30221       | Latent Fingerprint Technician I          | 27.23            |
| 30222       | Latent Fingerprint Technician II         | 30.08            |
| 30240       | Mathematical Technician                  | 24.77            |
| 30361       | Paralegal/Legal Assistant I              | 19.85            |
| 30362       | Paralegal/Legal Assistant II             | 24.59            |
| 30363       | Paralegal/Legal Assistant III            | 30.08            |
| 30364       | Paralegal/Legal Assistant IV             | 36.40            |
| 30375       | Petroleum Supply Specialist              | 30.08            |
| 30390       | Photo-Optics Technician                  | 24.77            |
| 30395       | Radiation Control Technician             | 30.08            |
| 30461       | Technical Writer I                       | 24.77            |
| 30462       | Technical Writer II                      | 30.30            |
| 30463       | Technical Writer III                     | 36.66            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 28.73            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 34.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 41.67            |
| 30494       | Unexploded (UXO) Safety Escort           | 28.73            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 28.73            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30501       | Weather Forecaster I                                     | 27.43            |
| 30502       | Weather Forecaster II                                    | 33.37            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 22.28 see 2      |
| 30621       | Weather Observer, Senior                                 | 24.77 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 34.76            |
| 31020       | Bus Aide                                                 | 15.97 ***        |
| 31030       | Bus Driver                                               | 21.87            |
| 31043       | Driver Courier                                           | 18.95            |
| 31260       | Parking and Lot Attendant                                | 14.53 ***        |
| 31290       | Shuttle Bus Driver                                       | 17.83            |
| 31310       | Taxi Driver                                              | 16.34 ***        |
| 31361       | Truckdriver, Light                                       | 20.43            |
| 31362       | Truckdriver, Medium                                      | 21.95            |
| 31363       | Truckdriver, Heavy                                       | 25.64            |
| 31364       | Truckdriver, Tractor-Trailer                             | 25.64            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 16.95 ***        |
| 99030       | Cashier                                                  | 14.79 ***        |
| 99050       | Desk Clerk                                               | 15.94 ***        |
| 99095       | Embalmer                                                 | 28.73            |
| 99130       | Flight Follower                                          | 28.73            |
| 99251       | Laboratory Animal Caretaker I                            | 17.30 ***        |
| 99252       | Laboratory Animal Caretaker II                           | 18.65            |
| 99260       | Marketing Analyst                                        | 29.75            |
| 99310       | Mortician                                                | 28.73            |
| 99410       | Pest Controller                                          | 25.98            |
| 99510       | Photofinishing Worker                                    | 15.10 ***        |
| 99710       | Recycling Laborer                                        | 29.61            |
| 99711       | Recycling Specialist                                     | 34.70            |
| 99730       | Refuse Collector                                         | 27.42            |
| 99810       | Sales Clerk                                              | 17.00 ***        |
| 99820       | School Crossing Guard                                    | 17.76            |
| 99830       | Survey Party Chief                                       | 30.04            |
| 99831       | Surveying Aide                                           | 17.71 ***        |
| 99832       | Surveying Technician                                     | 24.26            |
| 99840       | Vending Machine Attendant                                | 22.48            |

| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 99841       | Vending Machine Repairer        | 27.76            |
| 99842       | Vending Machine Repairer Helper | 22.48            |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5791**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 04/23/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Pennsylvania

Area: Pennsylvania Counties of Bucks, Chester, Montgomery

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

## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 19.64 |      |
| 01012 | Accounting Clerk II                             | 22.05 |      |
| 01013 | Accounting Clerk III                            | 24.66 |      |
| 01020 | Administrative Assistant                        | 37.15 |      |
| 01035 | Court Reporter                                  | 34.17 |      |
| 01041 | Customer Service Representative I               | 17.77 |      |
| 01042 | Customer Service Representative II              | 19.40 |      |

| <b>Code</b> | <b>Title</b>                         | <b>Rate Note</b> |
|-------------|--------------------------------------|------------------|
| 01043       | Customer Service Representative III  | 21.77            |
| 01051       | Data Entry Operator I                | 17.92            |
| 01052       | Data Entry Operator II               | 19.55            |
| 01060       | Dispatcher, Motor Vehicle            | 23.56            |
| 01070       | Document Preparation Clerk           | 19.71            |
| 01090       | Duplicating Machine Operator         | 19.71            |
| 01111       | General Clerk I                      | 18.07            |
| 01112       | General Clerk II                     | 19.72            |
| 01113       | General Clerk III                    | 22.13            |
| 01120       | Housing Referral Assistant           | 25.61            |
| 01141       | Messenger Courier                    | 18.43            |
| 01191       | Order Clerk I                        | 19.10            |
| 01192       | Order Clerk II                       | 20.83            |
| 01261       | Personnel Assistant (Employment) I   | 19.44            |
| 01262       | Personnel Assistant (Employment) II  | 21.74            |
| 01263       | Personnel Assistant (Employment) III | 24.23            |
| 01270       | Production Control Clerk             | 27.30            |
| 01290       | Rental Clerk                         | 20.80            |
| 01300       | Scheduler, Maintenance               | 20.54            |
| 01311       | Secretary I                          | 20.54            |
| 01312       | Secretary II                         | 22.98            |
| 01313       | Secretary III                        | 25.61            |
| 01320       | Service Order Dispatcher             | 21.06            |
| 01410       | Supply Technician                    | 37.15            |
| 01420       | Survey Worker                        | 22.22            |
| 01460       | Switchboard Operator/Receptionist    | 18.08            |
| 01531       | Travel Clerk I                       | 19.82            |
| 01532       | Travel Clerk II                      | 21.11            |
| 01533       | Travel Clerk III                     | 23.61            |
| 01611       | Word Processor I                     | 19.10            |
| 01612       | Word Processor II                    | 21.44            |
| 01613       | Word Processor III                   | 23.98            |
| 05000       | Automotive Service Occupations       |                  |
| 05005       | Automobile Body Repairer, Fiberglass | 27.42            |
| 05010       | Automotive Electrician               | 26.77            |
| 05040       | Automotive Glass Installer           | 25.64            |
| 05070       | Automotive Worker                    | 25.64            |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05110       | Mobile Equipment Servicer                    | 23.28       |             |
| 05130       | Motor Equipment Metal Mechanic               | 27.80       |             |
| 05160       | Motor Equipment Metal Worker                 | 25.64       |             |
| 05190       | Motor Vehicle Mechanic                       | 27.80       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 21.92       |             |
| 05250       | Motor Vehicle Upholstery Worker              | 24.53       |             |
| 05280       | Motor Vehicle Wrecker                        | 25.64       |             |
| 05310       | Painter, Automotive                          | 26.77       |             |
| 05340       | Radiator Repair Specialist                   | 25.64       |             |
| 05370       | Tire Repairer                                | 19.82       |             |
| 05400       | Transmission Repair Specialist               | 27.80       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 17.39       | ***         |
| 07041       | Cook I                                       | 18.78       |             |
| 07042       | Cook II                                      | 20.69       |             |
| 07070       | Dishwasher                                   | 15.20       | ***         |
| 07130       | Food Service Worker                          | 16.00       | ***         |
| 07210       | Meat Cutter                                  | 21.72       |             |
| 07260       | Waiter/Waitress                              | 16.68       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 24.11       |             |
| 09040       | Furniture Handler                            | 19.71       |             |
| 09080       | Furniture Refinisher                         | 25.87       |             |
| 09090       | Furniture Refinisher Helper                  | 22.09       |             |
| 09110       | Furniture Repairer, Minor                    | 24.02       |             |
| 09130       | Upholsterer                                  | 23.17       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.60       | ***         |
| 11060       | Elevator Operator                            | 17.52       | ***         |
| 11090       | Gardener                                     | 22.75       |             |
| 11122       | Housekeeping Aide                            | 17.52       | ***         |
| 11150       | Janitor                                      | 17.52       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 18.60       |             |
| 11240       | Maid or Houseman                             | 16.88       | ***         |
| 11260       | Pruner                                       | 17.17       | ***         |
| 11270       | Tractor Operator                             | 21.42       |             |
| 11330       | Trail Maintenance Worker                     | 18.60       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11360       | Window Cleaner                             | 18.98       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 21.94       |             |
| 12011       | Breath Alcohol Technician                  | 28.96       |             |
| 12012       | Certified Occupational Therapist Assistant | 32.82       |             |
| 12015       | Certified Physical Therapist Assistant     | 31.14       |             |
| 12020       | Dental Assistant                           | 24.13       |             |
| 12025       | Dental Hygienist                           | 48.54       |             |
| 12030       | EKG Technician                             | 34.17       |             |
| 12035       | Electroneurodiagnostic Technologist        | 34.17       |             |
| 12040       | Emergency Medical Technician               | 21.94       |             |
| 12071       | Licensed Practical Nurse I                 | 25.89       |             |
| 12072       | Licensed Practical Nurse II                | 28.96       |             |
| 12073       | Licensed Practical Nurse III               | 32.28       |             |
| 12100       | Medical Assistant                          | 22.04       |             |
| 12130       | Medical Laboratory Technician              | 31.70       |             |
| 12160       | Medical Record Clerk                       | 21.22       |             |
| 12190       | Medical Record Technician                  | 23.74       |             |
| 12195       | Medical Transcriptionist                   | 21.32       |             |
| 12210       | Nuclear Medicine Technologist              | 47.53       |             |
| 12221       | Nursing Assistant I                        | 15.00       | ***         |
| 12222       | Nursing Assistant II                       | 16.87       | ***         |
| 12223       | Nursing Assistant III                      | 18.42       |             |
| 12224       | Nursing Assistant IV                       | 20.67       |             |
| 12235       | Optical Dispenser                          | 23.48       |             |
| 12236       | Optical Technician                         | 19.88       |             |
| 12250       | Pharmacy Technician                        | 18.97       |             |
| 12280       | Phlebotomist                               | 22.54       |             |
| 12305       | Radiologic Technologist                    | 37.58       |             |
| 12311       | Registered Nurse I                         | 29.51       |             |
| 12312       | Registered Nurse II                        | 33.65       |             |
| 12313       | Registered Nurse II, Specialist            | 33.65       |             |
| 12314       | Registered Nurse III                       | 40.71       |             |
| 12315       | Registered Nurse III, Anesthetist          | 40.71       |             |
| 12316       | Registered Nurse IV                        | 48.80       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 35.88       |             |
| 12320       | Substance Abuse Treatment Counselor        | 28.74       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 25.92       |             |
| 13012       | Exhibits Specialist II                               | 32.11       |             |
| 13013       | Exhibits Specialist III                              | 39.28       |             |
| 13041       | Illustrator I                                        | 23.59       |             |
| 13042       | Illustrator II                                       | 30.61       |             |
| 13043       | Illustrator III                                      | 37.43       |             |
| 13047       | Librarian                                            | 34.93       |             |
| 13050       | Library Aide/Clerk                                   | 18.26       |             |
| 13054       | Library Information Technology Systems Administrator | 31.54       |             |
| 13058       | Library Technician                                   | 21.80       |             |
| 13061       | Media Specialist I                                   | 22.76       |             |
| 13062       | Media Specialist II                                  | 25.46       |             |
| 13063       | Media Specialist III                                 | 28.38       |             |
| 13071       | Photographer I                                       | 20.00       |             |
| 13072       | Photographer II                                      | 22.37       |             |
| 13073       | Photographer III                                     | 27.72       |             |
| 13074       | Photographer IV                                      | 33.91       |             |
| 13075       | Photographer V                                       | 41.02       |             |
| 13090       | Technical Order Library Clerk                        | 22.19       |             |
| 13110       | Video Teleconference Technician                      | 27.43       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 24.79       |             |
| 14042       | Computer Operator II                                 | 27.73       |             |
| 14043       | Computer Operator III                                | 30.90       |             |
| 14044       | Computer Operator IV                                 | 34.35       |             |
| 14045       | Computer Operator V                                  | 38.04       |             |
| 14071       | Computer Programmer I                                |             | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 24.79       |             |
| 14160       | Personal Computer Support Technician                 | 34.35       |             |
| 14170       | System Support Specialist                            | 38.04       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.89       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.01       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 49.16       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.89       |             |
| 15060       | Educational Technologist                                | 36.59       |             |
| 15070       | Flight Instructor (Pilot)                               | 49.16       |             |
| 15080       | Graphic Artist                                          | 29.42       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 49.16       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.16       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.16       |             |
| 15090       | Technical Instructor                                    | 28.59       |             |
| 15095       | Technical Instructor/Course Developer                   | 34.96       |             |
| 15110       | Test Proctor                                            | 23.08       |             |
| 15120       | Tutor                                                   | 23.08       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 16.95       | ***         |
| 16030       | Counter Attendant                                       | 16.95       | ***         |
| 16040       | Dry Cleaner                                             | 19.38       |             |
| 16070       | Finisher, Flatwork, Machine                             | 16.95       | ***         |
| 16090       | Presser, Hand                                           | 16.95       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 16.95       | ***         |
| 16130       | Presser, Machine, Shirts                                | 16.95       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 16.95       | ***         |
| 16190       | Sewing Machine Operator                                 | 20.19       |             |
| 16220       | Tailor                                                  | 21.00       |             |
| 16250       | Washer, Machine                                         | 17.76       |             |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 27.46       |             |
| 19040       | Tool And Die Maker                                      | 31.74       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 25.96       |             |
| 21030       | Material Coordinator                                    | 27.30       |             |
| 21040       | Material Expediter                                      | 27.30       |             |
| 21050       | Material Handling Laborer                               | 20.34       |             |
| 21071       | Order Filler                                            | 17.63       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 25.96       |             |



| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21110       | Shipping Packer                                   | 21.37            |
| 21130       | Shipping/Receiving Clerk                          | 21.37            |
| 21140       | Store Worker I                                    | 19.47            |
| 21150       | Stock Clerk                                       | 24.71            |
| 21210       | Tools And Parts Attendant                         | 25.96            |
| 21410       | Warehouse Specialist                              | 25.96            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 38.46            |
| 23019       | Aircraft Logs and Records Technician              | 32.63            |
| 23021       | Aircraft Mechanic I                               | 36.98            |
| 23022       | Aircraft Mechanic II                              | 38.46            |
| 23023       | Aircraft Mechanic III                             | 39.83            |
| 23040       | Aircraft Mechanic Helper                          | 29.16            |
| 23050       | Aircraft, Painter                                 | 35.61            |
| 23060       | Aircraft Servicer                                 | 32.63            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 35.61            |
| 23080       | Aircraft Worker                                   | 34.11            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 34.11            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 36.98            |
| 23110       | Appliance Mechanic                                | 25.05            |
| 23120       | Bicycle Repairer                                  | 18.35            |
| 23125       | Cable Splicer                                     | 55.66            |
| 23130       | Carpenter, Maintenance                            | 29.98            |
| 23140       | Carpet Layer                                      | 29.21            |
| 23160       | Electrician, Maintenance                          | 35.60            |
| 23181       | Electronics Technician Maintenance I              | 33.73            |
| 23182       | Electronics Technician Maintenance II             | 35.21            |
| 23183       | Electronics Technician Maintenance III            | 36.57            |
| 23260       | Fabric Worker                                     | 29.13            |
| 23290       | Fire Alarm System Mechanic                        | 29.60            |
| 23310       | Fire Extinguisher Repairer                        | 29.39            |
| 23311       | Fuel Distribution System Mechanic                 | 40.67            |
| 23312       | Fuel Distribution System Operator                 | 34.05            |
| 23370       | General Maintenance Worker                        | 24.33            |
| 23380       | Ground Support Equipment Mechanic                 | 36.98            |
| 23381       | Ground Support Equipment Servicer                 | 32.63            |
| 23382       | Ground Support Equipment Worker                   | 34.11            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23391       | Gunsmith I                                                             | 29.39            |
| 23392       | Gunsmith II                                                            | 32.37            |
| 23393       | Gunsmith III                                                           | 35.10            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 30.21            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 31.41            |
| 23430       | Heavy Equipment Mechanic                                               | 31.45            |
| 23440       | Heavy Equipment Operator                                               | 32.07            |
| 23460       | Instrument Mechanic                                                    | 36.24            |
| 23465       | Laboratory/Shelter Mechanic                                            | 33.80            |
| 23470       | Laborer                                                                | 20.34            |
| 23510       | Locksmith                                                              | 32.33            |
| 23530       | Machinery Maintenance Mechanic                                         | 33.44            |
| 23550       | Machinist, Maintenance                                                 | 28.61            |
| 23580       | Maintenance Trades Helper                                              | 20.00            |
| 23591       | Metrology Technician I                                                 | 36.24            |
| 23592       | Metrology Technician II                                                | 37.69            |
| 23593       | Metrology Technician III                                               | 38.92            |
| 23640       | Millwright                                                             | 33.86            |
| 23710       | Office Appliance Repairer                                              | 23.64            |
| 23760       | Painter, Maintenance                                                   | 26.83            |
| 23790       | Pipefitter, Maintenance                                                | 34.89            |
| 23810       | Plumber, Maintenance                                                   | 33.59            |
| 23820       | Pneudraulic Systems Mechanic                                           | 35.10            |
| 23850       | Rigger                                                                 | 31.66            |
| 23870       | Scale Mechanic                                                         | 32.37            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 39.01            |
| 23910       | Small Engine Mechanic                                                  | 23.19            |
| 23931       | Telecommunications Mechanic I                                          | 33.66            |
| 23932       | Telecommunications Mechanic II                                         | 35.00            |
| 23950       | Telephone Lineman                                                      | 45.96            |
| 23960       | Welder, Combination, Maintenance                                       | 26.97            |
| 23965       | Well Driller                                                           | 32.47            |
| 23970       | Woodcraft Worker                                                       | 35.10            |
| 23980       | Woodworker                                                             | 29.39            |
| 24000       | Personal Needs Occupations                                             |                  |
| 24550       | Case Manager                                                           | 21.67            |
| 24570       | Child Care Attendant                                                   | 15.23 ***        |

| <b>Code</b>                                          | <b>Title</b>                                      | <b>Rate Note</b> |
|------------------------------------------------------|---------------------------------------------------|------------------|
| 24580                                                | Child Care Center Clerk                           | 18.99            |
| 24610                                                | Chore Aide                                        | 14.20 ***        |
| 24620                                                | Family Readiness And Support Services Coordinator | 21.67            |
| 24630                                                | Homemaker                                         | 21.67            |
| 25000 Plant And System Operations Occupations        |                                                   |                  |
| 25010                                                | Boiler Tender                                     | 37.21            |
| 25040                                                | Sewage Plant Operator                             | 31.74            |
| 25070                                                | Stationary Engineer                               | 37.21            |
| 25190                                                | Ventilation Equipment Tender                      | 29.34            |
| 25210                                                | Water Treatment Plant Operator                    | 31.74            |
| 27000 Protective Service Occupations                 |                                                   |                  |
| 27004                                                | Alarm Monitor                                     | 26.59            |
| 27007                                                | Baggage Inspector                                 | 18.54            |
| 27008                                                | Corrections Officer                               | 29.47            |
| 27010                                                | Court Security Officer                            | 34.50            |
| 27030                                                | Detection Dog Handler                             | 20.76            |
| 27040                                                | Detention Officer                                 | 29.47            |
| 27070                                                | Firefighter                                       | 39.52            |
| 27101                                                | Guard I                                           | 18.54            |
| 27102                                                | Guard II                                          | 20.76            |
| 27131                                                | Police Officer I                                  | 39.21            |
| 27132                                                | Police Officer II                                 | 43.58            |
| 28000 Recreation Occupations                         |                                                   |                  |
| 28041                                                | Carnival Equipment Operator                       | 18.72            |
| 28042                                                | Carnival Equipment Repairer                       | 19.88            |
| 28043                                                | Carnival Worker                                   | 15.00 ***        |
| 28210                                                | Gate Attendant/Gate Tender                        | 20.05            |
| 28310                                                | Lifeguard                                         | 15.24 ***        |
| 28350                                                | Park Attendant (Aide)                             | 22.43            |
| 28510                                                | Recreation Aide/Health Facility Attendant         | 16.37 ***        |
| 28515                                                | Recreation Specialist                             | 27.78            |
| 28630                                                | Sports Official                                   | 17.86            |
| 28690                                                | Swimming Pool Operator                            | 21.89            |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                   |                  |
| 29010                                                | Blocker And Bracer                                | 33.45            |
| 29020                                                | Hatch Tender                                      | 33.45            |
| 29030                                                | Line Handler                                      | 33.45            |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 29041       | Stevedore I                                    | 32.01            |
| 29042       | Stevedore II                                   | 34.92            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 50.77 see 2      |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 35.01 see 2      |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 38.56 see 2      |
| 30021       | Archeological Technician I                     | 20.46            |
| 30022       | Archeological Technician II                    | 22.89            |
| 30023       | Archeological Technician III                   | 28.35            |
| 30030       | Cartographic Technician                        | 28.35            |
| 30040       | Civil Engineering Technician                   | 29.92            |
| 30051       | Cryogenic Technician I                         | 31.40            |
| 30052       | Cryogenic Technician II                        | 34.67            |
| 30061       | Drafter/CAD Operator I                         | 20.46            |
| 30062       | Drafter/CAD Operator II                        | 22.89            |
| 30063       | Drafter/CAD Operator III                       | 25.51            |
| 30064       | Drafter/CAD Operator IV                        | 31.40            |
| 30081       | Engineering Technician I                       | 19.13            |
| 30082       | Engineering Technician II                      | 21.47            |
| 30083       | Engineering Technician III                     | 24.02            |
| 30084       | Engineering Technician IV                      | 29.75            |
| 30085       | Engineering Technician V                       | 36.38            |
| 30086       | Engineering Technician VI                      | 44.02            |
| 30090       | Environmental Technician                       | 29.13            |
| 30095       | Evidence Control Specialist                    | 28.35            |
| 30210       | Laboratory Technician                          | 30.39            |
| 30221       | Latent Fingerprint Technician I                | 27.94            |
| 30222       | Latent Fingerprint Technician II               | 30.85            |
| 30240       | Mathematical Technician                        | 31.00            |
| 30361       | Paralegal/Legal Assistant I                    | 23.86            |
| 30362       | Paralegal/Legal Assistant II                   | 29.55            |
| 30363       | Paralegal/Legal Assistant III                  | 36.15            |
| 30364       | Paralegal/Legal Assistant IV                   | 43.73            |
| 30375       | Petroleum Supply Specialist                    | 34.67            |
| 30390       | Photo-Optics Technician                        | 28.35            |
| 30395       | Radiation Control Technician                   | 34.67            |
| 30461       | Technical Writer I                             | 26.93            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30462       | Technical Writer II                                      | 32.94       |             |
| 30463       | Technical Writer III                                     | 39.85       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 32.27       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 39.04       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 46.79       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 32.27       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 32.27       |             |
| 30501       | Weather Forecaster I                                     | 31.40       |             |
| 30502       | Weather Forecaster II                                    | 38.19       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.51       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.35       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 39.04       |             |
| 31020       | Bus Aide                                                 | 22.94       |             |
| 31030       | Bus Driver                                               | 29.56       |             |
| 31043       | Driver Courier                                           | 20.39       |             |
| 31260       | Parking and Lot Attendant                                | 15.16       | ***         |
| 31290       | Shuttle Bus Driver                                       | 19.00       |             |
| 31310       | Taxi Driver                                              | 17.03       | ***         |
| 31361       | Truckdriver, Light                                       | 21.65       |             |
| 31362       | Truckdriver, Medium                                      | 22.82       |             |
| 31363       | Truckdriver, Heavy                                       | 28.85       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 28.85       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 19.03       |             |
| 99030       | Cashier                                                  | 15.13       | ***         |
| 99050       | Desk Clerk                                               | 17.11       | ***         |
| 99095       | Embalmer                                                 | 37.62       |             |
| 99130       | Flight Follower                                          | 32.27       |             |
| 99251       | Laboratory Animal Caretaker I                            | 18.27       |             |
| 99252       | Laboratory Animal Caretaker II                           | 19.40       |             |
| 99260       | Marketing Analyst                                        | 36.99       |             |
| 99310       | Mortician                                                | 37.62       |             |
| 99410       | Pest Controller                                          | 22.65       |             |
| 99510       | Photofinishing Worker                                    | 18.64       |             |
| 99710       | Recycling Laborer                                        | 24.92       |             |
| 99711       | Recycling Specialist                                     | 28.42       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99730       | Refuse Collector                | 23.39       |             |
| 99810       | Sales Clerk                     | 16.17       | ***         |
| 99820       | School Crossing Guard           | 18.19       |             |
| 99830       | Survey Party Chief              | 32.90       |             |
| 99831       | Surveying Aide                  | 19.53       |             |
| 99832       | Surveying Technician            | 28.87       |             |
| 99840       | Vending Machine Attendant       | 18.54       |             |
| 99841       | Vending Machine Repairer        | 21.69       |             |
| 99842       | Vending Machine Repairer Helper | 18.54       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section

13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5793**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 04/25/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Pennsylvania

Area: Pennsylvania Counties of Bedford, Fulton, Huntingdon, Somerset

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01011       | Accounting Clerk I                   | 16.74       | ***         |
| 01012       | Accounting Clerk II                  | 18.79       |             |
| 01013       | Accounting Clerk III                 | 21.19       |             |
| 01020       | Administrative Assistant             | 29.17       |             |
| 01035       | Court Reporter                       | 20.72       |             |
| 01041       | Customer Service Representative I    | 14.86       | ***         |
| 01042       | Customer Service Representative II   | 16.21       | ***         |
| 01043       | Customer Service Representative III  | 18.20       |             |
| 01051       | Data Entry Operator I                | 16.72       | ***         |
| 01052       | Data Entry Operator II               | 18.25       |             |
| 01060       | Dispatcher, Motor Vehicle            | 22.29       |             |
| 01070       | Document Preparation Clerk           | 17.64       | ***         |
| 01090       | Duplicating Machine Operator         | 17.64       | ***         |
| 01111       | General Clerk I                      | 14.90       | ***         |
| 01112       | General Clerk II                     | 16.26       | ***         |
| 01113       | General Clerk III                    | 18.25       |             |
| 01120       | Housing Referral Assistant           | 23.09       |             |
| 01141       | Messenger Courier                    | 16.04       | ***         |
| 01191       | Order Clerk I                        | 17.05       | ***         |
| 01192       | Order Clerk II                       | 18.60       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.16       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.43       |             |
| 01263       | Personnel Assistant (Employment) III | 23.90       |             |
| 01270       | Production Control Clerk             | 25.59       |             |
| 01290       | Rental Clerk                         | 17.61       | ***         |
| 01300       | Scheduler, Maintenance               | 18.52       |             |
| 01311       | Secretary I                          | 18.52       |             |
| 01312       | Secretary II                         | 20.72       |             |
| 01313       | Secretary III                        | 23.09       |             |
| 01320       | Service Order Dispatcher             | 19.93       |             |
| 01410       | Supply Technician                    | 29.17       |             |
| 01420       | Survey Worker                        | 19.23       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.81       | ***         |
| 01531       | Travel Clerk I                       | 16.50       | ***         |
| 01532       | Travel Clerk II                      | 18.52       |             |
| 01533       | Travel Clerk III                     | 20.72       |             |
| 01611       | Word Processor I                     | 15.09       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01612       | Word Processor II                            | 16.93       | ***         |
| 01613       | Word Processor III                           | 18.94       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 23.05       |             |
| 05010       | Automotive Electrician                       | 20.43       |             |
| 05040       | Automotive Glass Installer                   | 19.46       |             |
| 05070       | Automotive Worker                            | 19.46       |             |
| 05110       | Mobile Equipment Servicer                    | 17.50       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 21.37       |             |
| 05160       | Motor Equipment Metal Worker                 | 19.46       |             |
| 05190       | Motor Vehicle Mechanic                       | 21.37       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.59       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 18.48       |             |
| 05280       | Motor Vehicle Wrecker                        | 19.46       |             |
| 05310       | Painter, Automotive                          | 20.60       |             |
| 05340       | Radiator Repair Specialist                   | 19.46       |             |
| 05370       | Tire Repairer                                | 17.99       |             |
| 05400       | Transmission Repair Specialist               | 21.37       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 15.76       | ***         |
| 07041       | Cook I                                       | 14.94       | ***         |
| 07042       | Cook II                                      | 16.71       | ***         |
| 07070       | Dishwasher                                   | 12.75       | ***         |
| 07130       | Food Service Worker                          | 13.25       | ***         |
| 07210       | Meat Cutter                                  | 17.29       | ***         |
| 07260       | Waiter/Waitress                              | 13.24       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.59       |             |
| 09040       | Furniture Handler                            | 14.67       | ***         |
| 09080       | Furniture Refinisher                         | 20.58       |             |
| 09090       | Furniture Refinisher Helper                  | 16.58       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.61       |             |
| 09130       | Upholsterer                                  | 20.59       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.73       | ***         |
| 11060       | Elevator Operator                            | 15.81       | ***         |
| 11090       | Gardener                                     | 20.60       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11122       | Housekeeping Aide                          | 15.81       | ***         |
| 11150       | Janitor                                    | 15.81       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 17.17       | ***         |
| 11240       | Maid or Houseman                           | 13.92       | ***         |
| 11260       | Pruner                                     | 16.12       | ***         |
| 11270       | Tractor Operator                           | 19.39       |             |
| 11330       | Trail Maintenance Worker                   | 17.17       | ***         |
| 11360       | Window Cleaner                             | 16.98       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 17.95       |             |
| 12011       | Breath Alcohol Technician                  | 24.49       |             |
| 12012       | Certified Occupational Therapist Assistant | 29.08       |             |
| 12015       | Certified Physical Therapist Assistant     | 29.10       |             |
| 12020       | Dental Assistant                           | 21.96       |             |
| 12025       | Dental Hygienist                           | 31.24       |             |
| 12030       | EKG Technician                             | 30.06       |             |
| 12035       | Electroneurodiagnostic Technologist        | 30.06       |             |
| 12040       | Emergency Medical Technician               | 17.95       |             |
| 12071       | Licensed Practical Nurse I                 | 21.89       |             |
| 12072       | Licensed Practical Nurse II                | 24.49       |             |
| 12073       | Licensed Practical Nurse III               | 27.29       |             |
| 12100       | Medical Assistant                          | 18.11       |             |
| 12130       | Medical Laboratory Technician              | 29.76       |             |
| 12160       | Medical Record Clerk                       | 19.47       |             |
| 12190       | Medical Record Technician                  | 21.89       |             |
| 12195       | Medical Transcriptionist                   | 21.10       |             |
| 12210       | Nuclear Medicine Technologist              | 53.81       |             |
| 12221       | Nursing Assistant I                        | 13.11       | ***         |
| 12222       | Nursing Assistant II                       | 14.75       | ***         |
| 12223       | Nursing Assistant III                      | 16.10       | ***         |
| 12224       | Nursing Assistant IV                       | 18.07       |             |
| 12235       | Optical Dispenser                          | 18.06       |             |
| 12236       | Optical Technician                         | 21.89       |             |
| 12250       | Pharmacy Technician                        | 17.23       | ***         |
| 12280       | Phlebotomist                               | 18.03       |             |
| 12305       | Radiologic Technologist                    | 30.84       |             |
| 12311       | Registered Nurse I                         | 25.98       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12312       | Registered Nurse II                                  | 31.78       |             |
| 12313       | Registered Nurse II, Specialist                      | 31.78       |             |
| 12314       | Registered Nurse III                                 | 38.45       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 38.45       |             |
| 12316       | Registered Nurse IV                                  | 46.10       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 30.33       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 26.47       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 21.25       |             |
| 13012       | Exhibits Specialist II                               | 27.77       |             |
| 13013       | Exhibits Specialist III                              | 29.81       |             |
| 13041       | Illustrator I                                        | 19.11       |             |
| 13042       | Illustrator II                                       | 24.36       |             |
| 13043       | Illustrator III                                      | 26.62       |             |
| 13047       | Librarian                                            | 24.59       |             |
| 13050       | Library Aide/Clerk                                   | 10.78       | ***         |
| 13054       | Library Information Technology Systems Administrator | 21.76       |             |
| 13058       | Library Technician                                   | 17.56       | ***         |
| 13061       | Media Specialist I                                   | 16.02       | ***         |
| 13062       | Media Specialist II                                  | 17.92       |             |
| 13063       | Media Specialist III                                 | 19.99       |             |
| 13071       | Photographer I                                       | 15.70       | ***         |
| 13072       | Photographer II                                      | 20.08       |             |
| 13073       | Photographer III                                     | 21.76       |             |
| 13074       | Photographer IV                                      | 26.62       |             |
| 13075       | Photographer V                                       | 32.21       |             |
| 13090       | Technical Order Library Clerk                        | 15.49       | ***         |
| 13110       | Video Teleconference Technician                      | 18.24       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 19.69       |             |
| 14042       | Computer Operator II                                 | 22.02       |             |
| 14043       | Computer Operator III                                | 24.54       |             |
| 14044       | Computer Operator IV                                 | 27.28       |             |
| 14045       | Computer Operator V                                  | 30.21       |             |
| 14071       | Computer Programmer I                                | 23.90       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 19.69       |             |
| 14160       | Personal Computer Support Technician                    | 27.28       |             |
| 14170       | System Support Specialist                               | 30.21       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 32.16       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.91       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.65       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.16       |             |
| 15060       | Educational Technologist                                | 36.10       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.65       |             |
| 15080       | Graphic Artist                                          | 22.88       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.65       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.65       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.65       |             |
| 15090       | Technical Instructor                                    | 23.09       |             |
| 15095       | Technical Instructor/Course Developer                   | 28.24       |             |
| 15110       | Test Proctor                                            | 18.66       |             |
| 15120       | Tutor                                                   | 18.66       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.05       | ***         |
| 16030       | Counter Attendant                                       | 12.05       | ***         |
| 16040       | Dry Cleaner                                             | 15.11       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.05       | ***         |
| 16090       | Presser, Hand                                           | 12.05       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.05       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.05       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.05       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.16       | ***         |
| 16220       | Tailor                                                  | 17.16       | ***         |
| 16250       | Washer, Machine                                         | 13.04       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 21.79       |             |
| 19040       | Tool And Die Maker                                      | 25.81       |             |



| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21000       | Materials Handling And Packing Occupations        |                  |
| 21020       | Forklift Operator                                 | 24.66            |
| 21030       | Material Coordinator                              | 25.59            |
| 21040       | Material Expediter                                | 25.59            |
| 21050       | Material Handling Laborer                         | 18.41            |
| 21071       | Order Filler                                      | 18.86            |
| 21080       | Production Line Worker (Food Processing)          | 24.66            |
| 21110       | Shipping Packer                                   | 19.82            |
| 21130       | Shipping/Receiving Clerk                          | 19.82            |
| 21140       | Store Worker I                                    | 18.93            |
| 21150       | Stock Clerk                                       | 23.49            |
| 21210       | Tools And Parts Attendant                         | 24.66            |
| 21410       | Warehouse Specialist                              | 24.66            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 32.62            |
| 23019       | Aircraft Logs and Records Technician              | 27.14            |
| 23021       | Aircraft Mechanic I                               | 31.41            |
| 23022       | Aircraft Mechanic II                              | 32.62            |
| 23023       | Aircraft Mechanic III                             | 33.95            |
| 23040       | Aircraft Mechanic Helper                          | 24.09            |
| 23050       | Aircraft, Painter                                 | 30.03            |
| 23060       | Aircraft Servicer                                 | 27.14            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 30.03            |
| 23080       | Aircraft Worker                                   | 28.60            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 28.60            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 31.41            |
| 23110       | Appliance Mechanic                                | 27.46            |
| 23120       | Bicycle Repairer                                  | 25.62            |
| 23125       | Cable Splicer                                     | 48.08            |
| 23130       | Carpenter, Maintenance                            | 23.59            |
| 23140       | Carpet Layer                                      | 24.13            |
| 23160       | Electrician, Maintenance                          | 28.60            |
| 23181       | Electronics Technician Maintenance I              | 29.19            |
| 23182       | Electronics Technician Maintenance II             | 30.65            |
| 23183       | Electronics Technician Maintenance III            | 32.07            |
| 23260       | Fabric Worker                                     | 27.14            |
| 23290       | Fire Alarm System Mechanic                        | 31.41            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23310       | Fire Extinguisher Repairer                                             | 25.62            |
| 23311       | Fuel Distribution System Mechanic                                      | 34.72            |
| 23312       | Fuel Distribution System Operator                                      | 28.46            |
| 23370       | General Maintenance Worker                                             | 22.10            |
| 23380       | Ground Support Equipment Mechanic                                      | 31.41            |
| 23381       | Ground Support Equipment Servicer                                      | 27.14            |
| 23382       | Ground Support Equipment Worker                                        | 28.60            |
| 23391       | Gunsmith I                                                             | 25.62            |
| 23392       | Gunsmith II                                                            | 28.60            |
| 23393       | Gunsmith III                                                           | 31.41            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.68            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.67            |
| 23430       | Heavy Equipment Mechanic                                               | 27.51            |
| 23440       | Heavy Equipment Operator                                               | 23.71            |
| 23460       | Instrument Mechanic                                                    | 31.41            |
| 23465       | Laboratory/Shelter Mechanic                                            | 30.03            |
| 23470       | Laborer                                                                | 18.41            |
| 23510       | Locksmith                                                              | 30.03            |
| 23530       | Machinery Maintenance Mechanic                                         | 31.33            |
| 23550       | Machinist, Maintenance                                                 | 24.45            |
| 23580       | Maintenance Trades Helper                                              | 17.06 ***        |
| 23591       | Metrology Technician I                                                 | 31.41            |
| 23592       | Metrology Technician II                                                | 32.62            |
| 23593       | Metrology Technician III                                               | 33.95            |
| 23640       | Millwright                                                             | 31.98            |
| 23710       | Office Appliance Repairer                                              | 30.03            |
| 23760       | Painter, Maintenance                                                   | 21.29            |
| 23790       | Pipefitter, Maintenance                                                | 29.30            |
| 23810       | Plumber, Maintenance                                                   | 27.30            |
| 23820       | Pneudraulic Systems Mechanic                                           | 31.41            |
| 23850       | Rigger                                                                 | 31.41            |
| 23870       | Scale Mechanic                                                         | 28.60            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 28.36            |
| 23910       | Small Engine Mechanic                                                  | 20.03            |
| 23931       | Telecommunications Mechanic I                                          | 35.13            |
| 23932       | Telecommunications Mechanic II                                         | 36.49            |
| 23950       | Telephone Lineman                                                      | 36.97            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23960       | Welder, Combination, Maintenance                  | 24.06       |             |
| 23965       | Well Driller                                      | 27.75       |             |
| 23970       | Woodcraft Worker                                  | 31.41       |             |
| 23980       | Woodworker                                        | 25.62       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.77       |             |
| 24570       | Child Care Attendant                              | 12.34       | ***         |
| 24580       | Child Care Center Clerk                           | 15.38       | ***         |
| 24610       | Chore Aide                                        | 14.26       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.77       |             |
| 24630       | Homemaker                                         | 18.77       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 30.36       |             |
| 25040       | Sewage Plant Operator                             | 25.38       |             |
| 25070       | Stationary Engineer                               | 30.36       |             |
| 25190       | Ventilation Equipment Tender                      | 23.46       |             |
| 25210       | Water Treatment Plant Operator                    | 25.38       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 20.65       |             |
| 27007       | Baggage Inspector                                 | 16.70       | ***         |
| 27008       | Corrections Officer                               | 30.55       |             |
| 27010       | Court Security Officer                            | 29.95       |             |
| 27030       | Detection Dog Handler                             | 18.68       |             |
| 27040       | Detention Officer                                 | 30.55       |             |
| 27070       | Firefighter                                       | 29.95       |             |
| 27101       | Guard I                                           | 16.70       | ***         |
| 27102       | Guard II                                          | 18.68       |             |
| 27131       | Police Officer I                                  | 32.71       |             |
| 27132       | Police Officer II                                 | 36.35       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 13.57       | ***         |
| 28042       | Carnival Equipment Repairer                       | 14.43       | ***         |
| 28043       | Carnival Worker                                   | 11.09       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 17.68       | ***         |
| 28310       | Lifeguard                                         | 14.55       | ***         |
| 28350       | Park Attendant (Aide)                             | 19.77       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 14.43       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 28515       | Recreation Specialist                          | 24.49       |             |
| 28630       | Sports Official                                | 15.75       | ***         |
| 28690       | Swimming Pool Operator                         | 19.15       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 25.31       |             |
| 29020       | Hatch Tender                                   | 25.31       |             |
| 29030       | Line Handler                                   | 25.31       |             |
| 29041       | Stevedore I                                    | 24.05       |             |
| 29042       | Stevedore II                                   | 26.58       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.11       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.53       | see 2       |
| 30021       | Archeological Technician I                     | 19.62       |             |
| 30022       | Archeological Technician II                    | 21.94       |             |
| 30023       | Archeological Technician III                   | 27.19       |             |
| 30030       | Cartographic Technician                        | 27.19       |             |
| 30040       | Civil Engineering Technician                   | 27.19       |             |
| 30051       | Cryogenic Technician I                         | 30.11       |             |
| 30052       | Cryogenic Technician II                        | 33.26       |             |
| 30061       | Drafter/CAD Operator I                         | 19.62       |             |
| 30062       | Drafter/CAD Operator II                        | 21.94       |             |
| 30063       | Drafter/CAD Operator III                       | 24.47       |             |
| 30064       | Drafter/CAD Operator IV                        | 30.11       |             |
| 30081       | Engineering Technician I                       | 16.42       | ***         |
| 30082       | Engineering Technician II                      | 18.43       |             |
| 30083       | Engineering Technician III                     | 20.98       |             |
| 30084       | Engineering Technician IV                      | 25.53       |             |
| 30085       | Engineering Technician V                       | 31.23       |             |
| 30086       | Engineering Technician VI                      | 37.78       |             |
| 30090       | Environmental Technician                       | 27.19       |             |
| 30095       | Evidence Control Specialist                    | 27.19       |             |
| 30210       | Laboratory Technician                          | 29.67       |             |
| 30221       | Latent Fingerprint Technician I                | 30.11       |             |
| 30222       | Latent Fingerprint Technician II               | 33.26       |             |
| 30240       | Mathematical Technician                        | 27.19       |             |
| 30361       | Paralegal/Legal Assistant I                    | 23.80       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30362       | Paralegal/Legal Assistant II                             | 29.48            |
| 30363       | Paralegal/Legal Assistant III                            | 36.05            |
| 30364       | Paralegal/Legal Assistant IV                             | 43.62            |
| 30375       | Petroleum Supply Specialist                              | 33.26            |
| 30390       | Photo-Optics Technician                                  | 27.19            |
| 30395       | Radiation Control Technician                             | 33.26            |
| 30461       | Technical Writer I                                       | 27.19            |
| 30462       | Technical Writer II                                      | 33.26            |
| 30463       | Technical Writer III                                     | 40.15            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.57            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.99            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.34            |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.57            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.57            |
| 30501       | Weather Forecaster I                                     | 30.11            |
| 30502       | Weather Forecaster II                                    | 36.62            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.47 see 2      |
| 30621       | Weather Observer, Senior                                 | 27.19 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 36.99            |
| 31020       | Bus Aide                                                 | 14.98 ***        |
| 31030       | Bus Driver                                               | 19.88            |
| 31043       | Driver Courier                                           | 16.54 ***        |
| 31260       | Parking and Lot Attendant                                | 14.23 ***        |
| 31290       | Shuttle Bus Driver                                       | 14.65 ***        |
| 31310       | Taxi Driver                                              | 12.57 ***        |
| 31361       | Truckdriver, Light                                       | 17.57 ***        |
| 31362       | Truckdriver, Medium                                      | 18.57            |
| 31363       | Truckdriver, Heavy                                       | 24.44            |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.44            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 18.04            |
| 99030       | Cashier                                                  | 13.40 ***        |
| 99050       | Desk Clerk                                               | 13.54 ***        |
| 99095       | Embalmer                                                 | 30.54            |
| 99130       | Flight Follower                                          | 30.57            |
| 99251       | Laboratory Animal Caretaker I                            | 17.13 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99252       | Laboratory Animal Caretaker II  | 18.22       |             |
| 99260       | Marketing Analyst               | 26.51       |             |
| 99310       | Mortician                       | 30.54       |             |
| 99410       | Pest Controller                 | 21.69       |             |
| 99510       | Photofinishing Worker           | 16.07       | ***         |
| 99710       | Recycling Laborer               | 21.13       |             |
| 99711       | Recycling Specialist            | 23.87       |             |
| 99730       | Refuse Collector                | 19.82       |             |
| 99810       | Sales Clerk                     | 14.13       | ***         |
| 99820       | School Crossing Guard           | 19.99       |             |
| 99830       | Survey Party Chief              | 24.48       |             |
| 99831       | Surveying Aide                  | 14.57       | ***         |
| 99832       | Surveying Technician            | 22.23       |             |
| 99840       | Vending Machine Attendant       | 16.95       | ***         |
| 99841       | Vending Machine Repairer        | 20.31       |             |
| 99842       | Vending Machine Repairer Helper | 16.95       | ***         |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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# **Wage Determination No. : 2015-5795**

## REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 04/23/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Pennsylvania

Area: Pennsylvania County of Montour

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

## **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.73       | ***         |
| 01012       | Accounting Clerk II                             | 18.77       |             |
| 01013       | Accounting Clerk III                            | 21.00       |             |
| 01020       | Administrative Assistant                        | 30.21       |             |
| 01035       | Court Reporter                                  | 22.23       |             |
| 01041       | Customer Service Representative I               | 15.27       | ***         |
| 01042       | Customer Service Representative II              | 16.66       | ***         |
| 01043       | Customer Service Representative III             | 18.70       |             |
| 01051       | Data Entry Operator I                           | 16.51       | ***         |
| 01052       | Data Entry Operator II                          | 18.02       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 22.34       |             |
| 01070       | Document Preparation Clerk                      | 17.03       | ***         |
| 01090       | Duplicating Machine Operator                    | 17.03       | ***         |
| 01111       | General Clerk I                                 | 16.33       | ***         |
| 01112       | General Clerk II                                | 17.82       |             |
| 01113       | General Clerk III                               | 20.00       |             |
| 01120       | Housing Referral Assistant                      | 23.84       |             |
| 01141       | Messenger Courier                               | 17.17       | ***         |
| 01191       | Order Clerk I                                   | 16.88       | ***         |
| 01192       | Order Clerk II                                  | 18.42       |             |
| 01261       | Personnel Assistant (Employment) I              | 20.35       |             |
| 01262       | Personnel Assistant (Employment) II             | 22.77       |             |
| 01263       | Personnel Assistant (Employment) III            | 25.39       |             |
| 01270       | Production Control Clerk                        | 24.71       |             |
| 01290       | Rental Clerk                                    | 17.97       |             |
| 01300       | Scheduler, Maintenance                          | 19.12       |             |
| 01311       | Secretary I                                     | 19.12       |             |
| 01312       | Secretary II                                    | 21.39       |             |
| 01313       | Secretary III                                   | 23.84       |             |
| 01320       | Service Order Dispatcher                        | 19.97       |             |
| 01410       | Supply Technician                               | 30.21       |             |
| 01420       | Survey Worker                                   | 19.81       |             |
| 01460       | Switchboard Operator/Receptionist               | 16.47       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01531       | Travel Clerk I                               | 16.80       | ***         |
| 01532       | Travel Clerk II                              | 17.91       |             |
| 01533       | Travel Clerk III                             | 20.45       |             |
| 01611       | Word Processor I                             | 17.51       | ***         |
| 01612       | Word Processor II                            | 19.66       |             |
| 01613       | Word Processor III                           | 22.00       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 22.31       |             |
| 05010       | Automotive Electrician                       | 21.30       |             |
| 05040       | Automotive Glass Installer                   | 20.25       |             |
| 05070       | Automotive Worker                            | 20.25       |             |
| 05110       | Mobile Equipment Servicer                    | 18.13       |             |
| 05130       | Motor Equipment Metal Mechanic               | 22.31       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.25       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.31       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.02       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.21       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.25       |             |
| 05310       | Painter, Automotive                          | 21.30       |             |
| 05340       | Radiator Repair Specialist                   | 20.25       |             |
| 05370       | Tire Repairer                                | 17.86       |             |
| 05400       | Transmission Repair Specialist               | 22.31       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.76       | ***         |
| 07041       | Cook I                                       | 16.50       | ***         |
| 07042       | Cook II                                      | 17.91       |             |
| 07070       | Dishwasher                                   | 12.83       | ***         |
| 07130       | Food Service Worker                          | 13.33       | ***         |
| 07210       | Meat Cutter                                  | 17.72       | ***         |
| 07260       | Waiter/Waitress                              | 13.42       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.96       |             |
| 09040       | Furniture Handler                            | 16.47       | ***         |
| 09080       | Furniture Refinisher                         | 21.96       |             |
| 09090       | Furniture Refinisher Helper                  | 18.47       |             |
| 09110       | Furniture Repairer, Minor                    | 20.22       |             |
| 09130       | Upholsterer                                  | 21.96       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11000       | General Services And Support Occupations   |             |             |
| 11030       | Cleaner, Vehicles                          | 17.01       | ***         |
| 11060       | Elevator Operator                          | 16.82       | ***         |
| 11090       | Gardener                                   | 20.23       |             |
| 11122       | Housekeeping Aide                          | 16.82       | ***         |
| 11150       | Janitor                                    | 16.82       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 17.18       | ***         |
| 11240       | Maid or Houseman                           | 14.16       | ***         |
| 11260       | Pruner                                     | 16.15       | ***         |
| 11270       | Tractor Operator                           | 19.27       |             |
| 11330       | Trail Maintenance Worker                   | 17.18       | ***         |
| 11360       | Window Cleaner                             | 17.74       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 20.32       |             |
| 12011       | Breath Alcohol Technician                  | 25.23       |             |
| 12012       | Certified Occupational Therapist Assistant | 32.25       |             |
| 12015       | Certified Physical Therapist Assistant     | 31.03       |             |
| 12020       | Dental Assistant                           | 22.16       |             |
| 12025       | Dental Hygienist                           | 34.86       |             |
| 12030       | EKG Technician                             | 38.22       |             |
| 12035       | Electroneurodiagnostic Technologist        | 38.22       |             |
| 12040       | Emergency Medical Technician               | 20.32       |             |
| 12071       | Licensed Practical Nurse I                 | 22.56       |             |
| 12072       | Licensed Practical Nurse II                | 25.23       |             |
| 12073       | Licensed Practical Nurse III               | 28.12       |             |
| 12100       | Medical Assistant                          | 19.00       |             |
| 12130       | Medical Laboratory Technician              | 23.11       |             |
| 12160       | Medical Record Clerk                       | 21.13       |             |
| 12190       | Medical Record Technician                  | 23.63       |             |
| 12195       | Medical Transcriptionist                   | 21.01       |             |
| 12210       | Nuclear Medicine Technologist              | 55.45       |             |
| 12221       | Nursing Assistant I                        | 13.80       | ***         |
| 12222       | Nursing Assistant II                       | 15.53       | ***         |
| 12223       | Nursing Assistant III                      | 16.94       | ***         |
| 12224       | Nursing Assistant IV                       | 19.01       |             |
| 12235       | Optical Dispenser                          | 23.50       |             |
| 12236       | Optical Technician                         | 22.56       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12250       | Pharmacy Technician                                  | 17.81       |             |
| 12280       | Phlebotomist                                         | 19.64       |             |
| 12305       | Radiologic Technologist                              | 35.62       |             |
| 12311       | Registered Nurse I                                   | 26.40       |             |
| 12312       | Registered Nurse II                                  | 32.29       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.29       |             |
| 12314       | Registered Nurse III                                 | 39.07       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.07       |             |
| 12316       | Registered Nurse IV                                  | 46.84       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.25       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 22.72       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.96       |             |
| 13012       | Exhibits Specialist II                               | 25.97       |             |
| 13013       | Exhibits Specialist III                              | 31.78       |             |
| 13041       | Illustrator I                                        | 20.53       |             |
| 13042       | Illustrator II                                       | 25.44       |             |
| 13043       | Illustrator III                                      | 31.13       |             |
| 13047       | Librarian                                            | 28.17       |             |
| 13050       | Library Aide/Clerk                                   | 11.66       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.43       |             |
| 13058       | Library Technician                                   | 17.55       | ***         |
| 13061       | Media Specialist I                                   | 18.35       |             |
| 13062       | Media Specialist II                                  | 20.53       |             |
| 13063       | Media Specialist III                                 | 22.90       |             |
| 13071       | Photographer I                                       | 18.89       |             |
| 13072       | Photographer II                                      | 21.64       |             |
| 13073       | Photographer III                                     | 26.06       |             |
| 13074       | Photographer IV                                      | 31.88       |             |
| 13075       | Photographer V                                       | 38.57       |             |
| 13090       | Technical Order Library Clerk                        | 17.50       | ***         |
| 13110       | Video Teleconference Technician                      | 22.63       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 20.89       |             |
| 14042       | Computer Operator II                                 | 23.36       |             |
| 14043       | Computer Operator III                                | 26.04       |             |
| 14044       | Computer Operator IV                                 | 28.94       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14045       | Computer Operator V                                     | 32.05       |             |
| 14071       | Computer Programmer I                                   | 22.58       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 20.89       |             |
| 14160       | Personal Computer Support Technician                    | 28.94       |             |
| 14170       | System Support Specialist                               | 32.05       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 32.76       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 39.63       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 47.50       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.76       |             |
| 15060       | Educational Technologist                                | 32.48       |             |
| 15070       | Flight Instructor (Pilot)                               | 47.50       |             |
| 15080       | Graphic Artist                                          | 28.80       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 47.50       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 47.50       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 47.50       |             |
| 15090       | Technical Instructor                                    | 25.57       |             |
| 15095       | Technical Instructor/Course Developer                   | 31.27       |             |
| 15110       | Test Proctor                                            | 20.64       |             |
| 15120       | Tutor                                                   | 20.64       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.15       | ***         |
| 16030       | Counter Attendant                                       | 12.15       | ***         |
| 16040       | Dry Cleaner                                             | 15.62       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.15       | ***         |
| 16090       | Presser, Hand                                           | 12.15       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.15       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.15       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.15       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.63       | ***         |
| 16220       | Tailor                                                  | 17.53       | ***         |



| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 16250       | Washer, Machine                                   | 13.30 ***        |
| 19000       | Machine Tool Operation And Repair Occupations     |                  |
| 19010       | Machine-Tool Operator (Tool Room)                 | 24.08            |
| 19040       | Tool And Die Maker                                | 27.72            |
| 21000       | Materials Handling And Packing Occupations        |                  |
| 21020       | Forklift Operator                                 | 22.79            |
| 21030       | Material Coordinator                              | 24.71            |
| 21040       | Material Expediter                                | 24.71            |
| 21050       | Material Handling Laborer                         | 18.35            |
| 21071       | Order Filler                                      | 18.07            |
| 21080       | Production Line Worker (Food Processing)          | 22.79            |
| 21110       | Shipping Packer                                   | 22.29            |
| 21130       | Shipping/Receiving Clerk                          | 22.29            |
| 21140       | Store Worker I                                    | 17.97            |
| 21150       | Stock Clerk                                       | 21.18            |
| 21210       | Tools And Parts Attendant                         | 22.79            |
| 21410       | Warehouse Specialist                              | 22.79            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 28.63            |
| 23019       | Aircraft Logs and Records Technician              | 24.39            |
| 23021       | Aircraft Mechanic I                               | 27.57            |
| 23022       | Aircraft Mechanic II                              | 28.63            |
| 23023       | Aircraft Mechanic III                             | 29.54            |
| 23040       | Aircraft Mechanic Helper                          | 22.32            |
| 23050       | Aircraft, Painter                                 | 26.49            |
| 23060       | Aircraft Servicer                                 | 24.39            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 26.49            |
| 23080       | Aircraft Worker                                   | 25.38            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 25.38            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 27.57            |
| 23110       | Appliance Mechanic                                | 24.08            |
| 23120       | Bicycle Repairer                                  | 23.43            |
| 23125       | Cable Splicer                                     | 31.17            |
| 23130       | Carpenter, Maintenance                            | 23.97            |
| 23140       | Carpet Layer                                      | 25.38            |
| 23160       | Electrician, Maintenance                          | 28.34            |
| 23181       | Electronics Technician Maintenance I              | 25.38            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23182       | Electronics Technician Maintenance II                                  | 26.53            |
| 23183       | Electronics Technician Maintenance III                                 | 29.30            |
| 23260       | Fabric Worker                                                          | 24.39            |
| 23290       | Fire Alarm System Mechanic                                             | 27.57            |
| 23310       | Fire Extinguisher Repairer                                             | 23.43            |
| 23311       | Fuel Distribution System Mechanic                                      | 27.61            |
| 23312       | Fuel Distribution System Operator                                      | 23.43            |
| 23370       | General Maintenance Worker                                             | 22.64            |
| 23380       | Ground Support Equipment Mechanic                                      | 27.57            |
| 23381       | Ground Support Equipment Servicer                                      | 24.39            |
| 23382       | Ground Support Equipment Worker                                        | 25.38            |
| 23391       | Gunsmith I                                                             | 23.43            |
| 23392       | Gunsmith II                                                            | 25.38            |
| 23393       | Gunsmith III                                                           | 27.57            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.10            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.10            |
| 23430       | Heavy Equipment Mechanic                                               | 26.49            |
| 23440       | Heavy Equipment Operator                                               | 23.89            |
| 23460       | Instrument Mechanic                                                    | 27.57            |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.49            |
| 23470       | Laborer                                                                | 18.35            |
| 23510       | Locksmith                                                              | 26.49            |
| 23530       | Machinery Maintenance Mechanic                                         | 29.71            |
| 23550       | Machinist, Maintenance                                                 | 23.01            |
| 23580       | Maintenance Trades Helper                                              | 20.29            |
| 23591       | Metrology Technician I                                                 | 27.57            |
| 23592       | Metrology Technician II                                                | 28.63            |
| 23593       | Metrology Technician III                                               | 29.54            |
| 23640       | Millwright                                                             | 27.61            |
| 23710       | Office Appliance Repairer                                              | 24.08            |
| 23760       | Painter, Maintenance                                                   | 24.08            |
| 23790       | Pipefitter, Maintenance                                                | 29.57            |
| 23810       | Plumber, Maintenance                                                   | 28.23            |
| 23820       | Pneudraulic Systems Mechanic                                           | 27.57            |
| 23850       | Rigger                                                                 | 27.57            |
| 23870       | Scale Mechanic                                                         | 25.38            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 27.57            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23910                                         | Small Engine Mechanic                             | 23.07       |             |
| 23931                                         | Telecommunications Mechanic I                     | 29.61       |             |
| 23932                                         | Telecommunications Mechanic II                    | 30.78       |             |
| 23950                                         | Telephone Lineman                                 | 27.61       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 23.45       |             |
| 23965                                         | Well Driller                                      | 25.06       |             |
| 23970                                         | Woodcraft Worker                                  | 27.57       |             |
| 23980                                         | Woodworker                                        | 23.43       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 23.00       |             |
| 24570                                         | Child Care Attendant                              | 12.90       | ***         |
| 24580                                         | Child Care Center Clerk                           | 16.23       | ***         |
| 24610                                         | Chore Aide                                        | 13.54       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 23.00       |             |
| 24630                                         | Homemaker                                         | 23.00       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 28.96       |             |
| 25040                                         | Sewage Plant Operator                             | 29.40       |             |
| 25070                                         | Stationary Engineer                               | 28.96       |             |
| 25190                                         | Ventilation Equipment Tender                      | 22.09       |             |
| 25210                                         | Water Treatment Plant Operator                    | 29.40       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 22.76       |             |
| 27007                                         | Baggage Inspector                                 | 18.50       |             |
| 27008                                         | Corrections Officer                               | 27.23       |             |
| 27010                                         | Court Security Officer                            | 27.23       |             |
| 27030                                         | Detection Dog Handler                             | 20.69       |             |
| 27040                                         | Detention Officer                                 | 27.23       |             |
| 27070                                         | Firefighter                                       | 27.23       |             |
| 27101                                         | Guard I                                           | 18.50       |             |
| 27102                                         | Guard II                                          | 20.69       |             |
| 27131                                         | Police Officer I                                  | 32.29       |             |
| 27132                                         | Police Officer II                                 | 35.89       |             |
| 28000 Recreation Occupations                  |                                                   |             |             |
| 28041                                         | Carnival Equipment Operator                       | 14.25       | ***         |
| 28042                                         | Carnival Equipment Repairer                       | 15.19       | ***         |
| 28043                                         | Carnival Worker                                   | 12.08       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 28210       | Gate Attendant/Gate Tender                     | 17.55       | ***         |
| 28310       | Lifeguard                                      | 14.21       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.62       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.32       | ***         |
| 28515       | Recreation Specialist                          | 23.49       |             |
| 28630       | Sports Official                                | 15.55       | ***         |
| 28690       | Swimming Pool Operator                         | 20.13       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 25.38       |             |
| 29020       | Hatch Tender                                   | 25.38       |             |
| 29030       | Line Handler                                   | 25.38       |             |
| 29041       | Stevedore I                                    | 24.39       |             |
| 29042       | Stevedore II                                   | 26.49       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 47.01       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.41       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.69       | see 2       |
| 30021       | Archeological Technician I                     | 17.93       |             |
| 30022       | Archeological Technician II                    | 20.06       |             |
| 30023       | Archeological Technician III                   | 24.85       |             |
| 30030       | Cartographic Technician                        | 24.85       |             |
| 30040       | Civil Engineering Technician                   | 24.85       |             |
| 30051       | Cryogenic Technician I                         | 27.52       |             |
| 30052       | Cryogenic Technician II                        | 30.39       |             |
| 30061       | Drafter/CAD Operator I                         | 17.93       |             |
| 30062       | Drafter/CAD Operator II                        | 20.06       |             |
| 30063       | Drafter/CAD Operator III                       | 22.36       |             |
| 30064       | Drafter/CAD Operator IV                        | 27.52       |             |
| 30081       | Engineering Technician I                       | 16.36       | ***         |
| 30082       | Engineering Technician II                      | 18.35       |             |
| 30083       | Engineering Technician III                     | 20.53       |             |
| 30084       | Engineering Technician IV                      | 25.49       |             |
| 30085       | Engineering Technician V                       | 31.16       |             |
| 30086       | Engineering Technician VI                      | 37.70       |             |
| 30090       | Environmental Technician                       | 24.85       |             |
| 30095       | Evidence Control Specialist                    | 23.89       |             |
| 30210       | Laboratory Technician                          | 23.34       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30221       | Latent Fingerprint Technician I                          | 27.52       |             |
| 30222       | Latent Fingerprint Technician II                         | 30.39       |             |
| 30240       | Mathematical Technician                                  | 24.85       |             |
| 30361       | Paralegal/Legal Assistant I                              | 22.34       |             |
| 30362       | Paralegal/Legal Assistant II                             | 27.68       |             |
| 30363       | Paralegal/Legal Assistant III                            | 33.86       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 40.95       |             |
| 30375       | Petroleum Supply Specialist                              | 29.24       |             |
| 30390       | Photo-Optics Technician                                  | 24.85       |             |
| 30395       | Radiation Control Technician                             | 29.24       |             |
| 30461       | Technical Writer I                                       | 23.61       |             |
| 30462       | Technical Writer II                                      | 28.86       |             |
| 30463       | Technical Writer III                                     | 34.95       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.87       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.15       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 43.32       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.87       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.87       |             |
| 30501       | Weather Forecaster I                                     | 27.52       |             |
| 30502       | Weather Forecaster II                                    | 33.47       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 22.36       | see 2       |
| 30621       | Weather Observer, Senior                                 | 24.85       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 36.15       |             |
| 31020       | Bus Aide                                                 | 19.04       |             |
| 31030       | Bus Driver                                               | 24.49       |             |
| 31043       | Driver Courier                                           | 17.41       | ***         |
| 31260       | Parking and Lot Attendant                                | 14.19       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.76       | ***         |
| 31310       | Taxi Driver                                              | 15.95       | ***         |
| 31361       | Truckdriver, Light                                       | 18.52       |             |
| 31362       | Truckdriver, Medium                                      | 19.65       |             |
| 31363       | Truckdriver, Heavy                                       | 28.57       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 28.57       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.62       | ***         |
| 99030       | Cashier                                                  | 12.95       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 99050       | Desk Clerk                      | 13.63 ***        |
| 99095       | Embalmer                        | 29.93            |
| 99130       | Flight Follower                 | 29.87            |
| 99251       | Laboratory Animal Caretaker I   | 22.24            |
| 99252       | Laboratory Animal Caretaker II  | 23.35            |
| 99260       | Marketing Analyst               | 33.76            |
| 99310       | Mortician                       | 29.93            |
| 99410       | Pest Controller                 | 24.34            |
| 99510       | Photofinishing Worker           | 15.70 ***        |
| 99710       | Recycling Laborer               | 20.10            |
| 99711       | Recycling Specialist            | 22.98            |
| 99730       | Refuse Collector                | 18.73            |
| 99810       | Sales Clerk                     | 14.10 ***        |
| 99820       | School Crossing Guard           | 17.90            |
| 99830       | Survey Party Chief              | 22.35            |
| 99831       | Surveying Aide                  | 15.31 ***        |
| 99832       | Surveying Technician            | 19.72            |
| 99840       | Vending Machine Attendant       | 22.24            |
| 99841       | Vending Machine Repairer        | 25.34            |
| 99842       | Vending Machine Repairer Helper | 22.24            |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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; and 3 weeks after 8 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, Memorial Day, Juneteenth National Independence 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:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5797**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 04/23/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Pennsylvania

Area: Pennsylvania County of Monroe

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 18.91       |             |
| 01012       | Accounting Clerk II                             | 21.22       |             |
| 01013       | Accounting Clerk III                            | 23.74       |             |
| 01020       | Administrative Assistant                        | 30.37       |             |
| 01035       | Court Reporter                                  | 22.15       |             |
| 01041       | Customer Service Representative I               | 16.61       | ***         |
| 01042       | Customer Service Representative II              | 18.13       |             |
| 01043       | Customer Service Representative III             | 20.35       |             |
| 01051       | Data Entry Operator I                           | 17.43       | ***         |
| 01052       | Data Entry Operator II                          | 19.02       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 20.50       |             |
| 01070       | Document Preparation Clerk                      | 17.64       | ***         |
| 01090       | Duplicating Machine Operator                    | 17.64       | ***         |
| 01111       | General Clerk I                                 | 18.10       |             |
| 01112       | General Clerk II                                | 19.75       |             |
| 01113       | General Clerk III                               | 22.17       |             |
| 01120       | Housing Referral Assistant                      | 24.70       |             |
| 01141       | Messenger Courier                               | 16.62       | ***         |
| 01191       | Order Clerk I                                   | 17.79       |             |
| 01192       | Order Clerk II                                  | 19.82       |             |
| 01261       | Personnel Assistant (Employment) I              | 21.40       |             |
| 01262       | Personnel Assistant (Employment) II             | 23.94       |             |
| 01263       | Personnel Assistant (Employment) III            | 26.68       |             |
| 01270       | Production Control Clerk                        | 34.87       |             |
| 01290       | Rental Clerk                                    | 18.60       |             |
| 01300       | Scheduler, Maintenance                          | 19.80       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 19.80       |             |
| 01312       | Secretary II                             | 22.15       |             |
| 01313       | Secretary III                            | 24.70       |             |
| 01320       | Service Order Dispatcher                 | 18.34       |             |
| 01410       | Supply Technician                        | 30.37       |             |
| 01420       | Survey Worker                            | 19.84       |             |
| 01460       | Switchboard Operator/Receptionist        | 16.14       | ***         |
| 01531       | Travel Clerk I                           | 18.73       |             |
| 01532       | Travel Clerk II                          | 21.02       |             |
| 01533       | Travel Clerk III                         | 23.35       |             |
| 01611       | Word Processor I                         | 19.40       |             |
| 01612       | Word Processor II                        | 21.78       |             |
| 01613       | Word Processor III                       | 24.37       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.12       |             |
| 05010       | Automotive Electrician                   | 21.76       |             |
| 05040       | Automotive Glass Installer               | 20.83       |             |
| 05070       | Automotive Worker                        | 20.83       |             |
| 05110       | Mobile Equipment Servicer                | 18.87       |             |
| 05130       | Motor Equipment Metal Mechanic           | 22.65       |             |
| 05160       | Motor Equipment Metal Worker             | 20.83       |             |
| 05190       | Motor Vehicle Mechanic                   | 22.65       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 17.85       |             |
| 05250       | Motor Vehicle Upholstery Worker          | 19.88       |             |
| 05280       | Motor Vehicle Wrecker                    | 20.83       |             |
| 05310       | Painter, Automotive                      | 21.76       |             |
| 05340       | Radiator Repair Specialist               | 20.83       |             |
| 05370       | Tire Repairer                            | 18.13       |             |
| 05400       | Transmission Repair Specialist           | 22.65       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 14.43       | ***         |
| 07041       | Cook I                                   | 15.83       | ***         |
| 07042       | Cook II                                  | 17.47       | ***         |
| 07070       | Dishwasher                               | 13.25       | ***         |
| 07130       | Food Service Worker                      | 13.60       | ***         |
| 07210       | Meat Cutter                              | 24.20       |             |
| 07260       | Waiter/Waitress                          | 13.73       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 23.99       |             |
| 09040       | Furniture Handler                            | 18.16       |             |
| 09080       | Furniture Refinisher                         | 23.99       |             |
| 09090       | Furniture Refinisher Helper                  | 20.33       |             |
| 09110       | Furniture Repairer, Minor                    | 22.09       |             |
| 09130       | Upholsterer                                  | 23.99       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.96       | ***         |
| 11060       | Elevator Operator                            | 16.79       | ***         |
| 11090       | Gardener                                     | 21.13       |             |
| 11122       | Housekeeping Aide                            | 16.79       | ***         |
| 11150       | Janitor                                      | 16.79       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.72       | ***         |
| 11240       | Maid or Houseman                             | 14.99       | ***         |
| 11260       | Pruner                                       | 16.62       | ***         |
| 11270       | Tractor Operator                             | 20.00       |             |
| 11330       | Trail Maintenance Worker                     | 17.72       | ***         |
| 11360       | Window Cleaner                               | 17.90       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 20.20       |             |
| 12011       | Breath Alcohol Technician                    | 25.30       |             |
| 12012       | Certified Occupational Therapist Assistant   | 33.19       |             |
| 12015       | Certified Physical Therapist Assistant       | 33.19       |             |
| 12020       | Dental Assistant                             | 21.53       |             |
| 12025       | Dental Hygienist                             | 36.51       |             |
| 12030       | EKG Technician                               | 36.65       |             |
| 12035       | Electroneurodiagnostic Technologist          | 36.65       |             |
| 12040       | Emergency Medical Technician                 | 20.20       |             |
| 12071       | Licensed Practical Nurse I                   | 22.62       |             |
| 12072       | Licensed Practical Nurse II                  | 25.30       |             |
| 12073       | Licensed Practical Nurse III                 | 28.20       |             |
| 12100       | Medical Assistant                            | 18.51       |             |
| 12130       | Medical Laboratory Technician                | 23.79       |             |
| 12160       | Medical Record Clerk                         | 19.10       |             |
| 12190       | Medical Record Technician                    | 25.47       |             |
| 12195       | Medical Transcriptionist                     | 21.63       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 55.60       |             |
| 12221       | Nursing Assistant I                                  | 16.04       | ***         |
| 12222       | Nursing Assistant II                                 | 18.05       |             |
| 12223       | Nursing Assistant III                                | 19.70       |             |
| 12224       | Nursing Assistant IV                                 | 22.11       |             |
| 12235       | Optical Dispenser                                    | 20.70       |             |
| 12236       | Optical Technician                                   | 22.62       |             |
| 12250       | Pharmacy Technician                                  | 16.99       | ***         |
| 12280       | Phlebotomist                                         | 20.34       |             |
| 12305       | Radiologic Technologist                              | 33.90       |             |
| 12311       | Registered Nurse I                                   | 33.16       |             |
| 12312       | Registered Nurse II                                  | 40.55       |             |
| 12313       | Registered Nurse II, Specialist                      | 40.55       |             |
| 12314       | Registered Nurse III                                 | 49.06       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 49.06       |             |
| 12316       | Registered Nurse IV                                  | 58.82       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.34       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 25.05       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.46       |             |
| 13012       | Exhibits Specialist II                               | 25.36       |             |
| 13013       | Exhibits Specialist III                              | 31.02       |             |
| 13041       | Illustrator I                                        | 20.46       |             |
| 13042       | Illustrator II                                       | 25.36       |             |
| 13043       | Illustrator III                                      | 31.02       |             |
| 13047       | Librarian                                            | 28.08       |             |
| 13050       | Library Aide/Clerk                                   | 13.62       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.36       |             |
| 13058       | Library Technician                                   | 20.46       |             |
| 13061       | Media Specialist I                                   | 18.30       |             |
| 13062       | Media Specialist II                                  | 20.46       |             |
| 13063       | Media Specialist III                                 | 22.82       |             |
| 13071       | Photographer I                                       | 18.30       |             |
| 13072       | Photographer II                                      | 20.46       |             |
| 13073       | Photographer III                                     | 25.36       |             |
| 13074       | Photographer IV                                      | 31.02       |             |
| 13075       | Photographer V                                       | 37.52       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 23.19       |             |
| 13110       | Video Teleconference Technician                         | 20.13       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 16.35       | ***         |
| 14042       | Computer Operator II                                    | 18.29       |             |
| 14043       | Computer Operator III                                   | 20.49       |             |
| 14044       | Computer Operator IV                                    | 22.66       |             |
| 14045       | Computer Operator V                                     | 25.15       |             |
| 14071       | Computer Programmer I                                   | 20.95       | see 1       |
| 14072       | Computer Programmer II                                  | 25.95       | 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                           | 16.35       | ***         |
| 14160       | Personal Computer Support Technician                    | 22.66       |             |
| 14170       | System Support Specialist                               | 25.15       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 39.34       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 47.60       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 57.06       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 39.34       |             |
| 15060       | Educational Technologist                                | 37.59       |             |
| 15070       | Flight Instructor (Pilot)                               | 57.06       |             |
| 15080       | Graphic Artist                                          | 26.44       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 57.06       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 57.06       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 57.06       |             |
| 15090       | Technical Instructor                                    | 25.23       |             |
| 15095       | Technical Instructor/Course Developer                   | 30.85       |             |
| 15110       | Test Proctor                                            | 20.37       |             |
| 15120       | Tutor                                                   | 20.37       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 16.95       | ***         |
| 16030       | Counter Attendant                                       | 16.95       | ***         |
| 16040       | Dry Cleaner                                             | 19.38       |             |



| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 16.95       | ***         |
| 16090       | Presser, Hand                                     | 16.95       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 16.95       | ***         |
| 16130       | Presser, Machine, Shirts                          | 16.95       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 16.95       | ***         |
| 16190       | Sewing Machine Operator                           | 20.22       |             |
| 16220       | Tailor                                            | 21.52       |             |
| 16250       | Washer, Machine                                   | 17.76       |             |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 25.22       |             |
| 19040       | Tool And Die Maker                                | 29.05       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 27.30       |             |
| 21030       | Material Coordinator                              | 34.87       |             |
| 21040       | Material Expediter                                | 34.87       |             |
| 21050       | Material Handling Laborer                         | 18.05       |             |
| 21071       | Order Filler                                      | 17.62       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 27.30       |             |
| 21110       | Shipping Packer                                   | 20.91       |             |
| 21130       | Shipping/Receiving Clerk                          | 20.91       |             |
| 21140       | Store Worker I                                    | 18.83       |             |
| 21150       | Stock Clerk                                       | 22.70       |             |
| 21210       | Tools And Parts Attendant                         | 27.30       |             |
| 21410       | Warehouse Specialist                              | 27.30       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 29.99       |             |
| 23019       | Aircraft Logs and Records Technician              | 25.51       |             |
| 23021       | Aircraft Mechanic I                               | 28.88       |             |
| 23022       | Aircraft Mechanic II                              | 29.99       |             |
| 23023       | Aircraft Mechanic III                             | 30.95       |             |
| 23040       | Aircraft Mechanic Helper                          | 22.90       |             |
| 23050       | Aircraft, Painter                                 | 27.74       |             |
| 23060       | Aircraft Servicer                                 | 25.51       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 27.74       |             |
| 23080       | Aircraft Worker                                   | 26.59       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 26.59       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 28.88       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23110       | Appliance Mechanic                                                     | 27.74            |
| 23120       | Bicycle Repairer                                                       | 24.22            |
| 23125       | Cable Splicer                                                          | 29.07            |
| 23130       | Carpenter, Maintenance                                                 | 22.90            |
| 23140       | Carpet Layer                                                           | 26.59            |
| 23160       | Electrician, Maintenance                                               | 29.79            |
| 23181       | Electronics Technician Maintenance I                                   | 29.70            |
| 23182       | Electronics Technician Maintenance II                                  | 31.02            |
| 23183       | Electronics Technician Maintenance III                                 | 32.30            |
| 23260       | Fabric Worker                                                          | 25.51            |
| 23290       | Fire Alarm System Mechanic                                             | 28.88            |
| 23310       | Fire Extinguisher Repairer                                             | 24.22            |
| 23311       | Fuel Distribution System Mechanic                                      | 28.88            |
| 23312       | Fuel Distribution System Operator                                      | 24.50            |
| 23370       | General Maintenance Worker                                             | 21.42            |
| 23380       | Ground Support Equipment Mechanic                                      | 28.88            |
| 23381       | Ground Support Equipment Servicer                                      | 25.51            |
| 23382       | Ground Support Equipment Worker                                        | 26.59            |
| 23391       | Gunsmith I                                                             | 24.22            |
| 23392       | Gunsmith II                                                            | 26.59            |
| 23393       | Gunsmith III                                                           | 28.88            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 28.63            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 29.76            |
| 23430       | Heavy Equipment Mechanic                                               | 28.60            |
| 23440       | Heavy Equipment Operator                                               | 24.83            |
| 23460       | Instrument Mechanic                                                    | 28.88            |
| 23465       | Laboratory/Shelter Mechanic                                            | 27.74            |
| 23470       | Laborer                                                                | 18.05            |
| 23510       | Locksmith                                                              | 27.74            |
| 23530       | Machinery Maintenance Mechanic                                         | 27.28            |
| 23550       | Machinist, Maintenance                                                 | 26.02            |
| 23580       | Maintenance Trades Helper                                              | 21.21            |
| 23591       | Metrology Technician I                                                 | 28.88            |
| 23592       | Metrology Technician II                                                | 29.99            |
| 23593       | Metrology Technician III                                               | 30.95            |
| 23640       | Millwright                                                             | 28.32            |
| 23710       | Office Appliance Repairer                                              | 27.74            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 27.62       |             |
| 23790                                         | Pipefitter, Maintenance                           | 28.41       |             |
| 23810                                         | Plumber, Maintenance                              | 27.30       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 28.88       |             |
| 23850                                         | Rigger                                            | 28.88       |             |
| 23870                                         | Scale Mechanic                                    | 26.59       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 31.69       |             |
| 23910                                         | Small Engine Mechanic                             | 26.59       |             |
| 23931                                         | Telecommunications Mechanic I                     | 29.81       |             |
| 23932                                         | Telecommunications Mechanic II                    | 30.98       |             |
| 23950                                         | Telephone Lineman                                 | 28.88       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 24.92       |             |
| 23965                                         | Well Driller                                      | 28.88       |             |
| 23970                                         | Woodcraft Worker                                  | 28.88       |             |
| 23980                                         | Woodworker                                        | 24.22       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 20.17       |             |
| 24570                                         | Child Care Attendant                              | 12.95       | ***         |
| 24580                                         | Child Care Center Clerk                           | 16.14       | ***         |
| 24610                                         | Chore Aide                                        | 14.96       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 20.17       |             |
| 24630                                         | Homemaker                                         | 20.17       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 32.22       |             |
| 25040                                         | Sewage Plant Operator                             | 30.12       |             |
| 25070                                         | Stationary Engineer                               | 32.22       |             |
| 25190                                         | Ventilation Equipment Tender                      | 25.40       |             |
| 25210                                         | Water Treatment Plant Operator                    | 30.12       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 23.00       |             |
| 27007                                         | Baggage Inspector                                 | 17.35       | ***         |
| 27008                                         | Corrections Officer                               | 23.10       |             |
| 27010                                         | Court Security Officer                            | 22.79       |             |
| 27030                                         | Detection Dog Handler                             | 19.41       |             |
| 27040                                         | Detention Officer                                 | 23.10       |             |
| 27070                                         | Firefighter                                       | 23.38       |             |
| 27101                                         | Guard I                                           | 17.35       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 19.41       |             |
| 27131       | Police Officer I                               | 36.56       |             |
| 27132       | Police Officer II                              | 40.63       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 15.92       | ***         |
| 28042       | Carnival Equipment Repairer                    | 16.83       | ***         |
| 28043       | Carnival Worker                                | 13.50       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 18.18       |             |
| 28310       | Lifeguard                                      | 16.21       | ***         |
| 28350       | Park Attendant (Aide)                          | 20.33       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.84       | ***         |
| 28515       | Recreation Specialist                          | 25.18       |             |
| 28630       | Sports Official                                | 16.19       | ***         |
| 28690       | Swimming Pool Operator                         | 18.57       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 26.59       |             |
| 29020       | Hatch Tender                                   | 26.59       |             |
| 29030       | Line Handler                                   | 26.59       |             |
| 29041       | Stevedore I                                    | 25.51       |             |
| 29042       | Stevedore II                                   | 27.74       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 54.30       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 37.44       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 41.23       | see 2       |
| 30021       | Archeological Technician I                     | 21.15       |             |
| 30022       | Archeological Technician II                    | 23.67       |             |
| 30023       | Archeological Technician III                   | 29.78       |             |
| 30030       | Cartographic Technician                        | 29.78       |             |
| 30040       | Civil Engineering Technician                   | 29.78       |             |
| 30051       | Cryogenic Technician I                         | 32.47       |             |
| 30052       | Cryogenic Technician II                        | 35.89       |             |
| 30061       | Drafter/CAD Operator I                         | 21.15       |             |
| 30062       | Drafter/CAD Operator II                        | 23.67       |             |
| 30063       | Drafter/CAD Operator III                       | 26.39       |             |
| 30064       | Drafter/CAD Operator IV                        | 32.47       |             |
| 30081       | Engineering Technician I                       | 18.65       |             |
| 30082       | Engineering Technician II                      | 20.93       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30083       | Engineering Technician III                               | 24.05       |             |
| 30084       | Engineering Technician IV                                | 29.78       |             |
| 30085       | Engineering Technician V                                 | 35.49       |             |
| 30086       | Engineering Technician VI                                | 44.37       |             |
| 30090       | Environmental Technician                                 | 30.57       |             |
| 30095       | Evidence Control Specialist                              | 29.78       |             |
| 30210       | Laboratory Technician                                    | 27.65       |             |
| 30221       | Latent Fingerprint Technician I                          | 32.47       |             |
| 30222       | Latent Fingerprint Technician II                         | 35.89       |             |
| 30240       | Mathematical Technician                                  | 30.57       |             |
| 30361       | Paralegal/Legal Assistant I                              | 23.09       |             |
| 30362       | Paralegal/Legal Assistant II                             | 28.62       |             |
| 30363       | Paralegal/Legal Assistant III                            | 34.99       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 42.34       |             |
| 30375       | Petroleum Supply Specialist                              | 35.49       |             |
| 30390       | Photo-Optics Technician                                  | 29.78       |             |
| 30395       | Radiation Control Technician                             | 35.49       |             |
| 30461       | Technical Writer I                                       | 29.78       |             |
| 30462       | Technical Writer II                                      | 35.49       |             |
| 30463       | Technical Writer III                                     | 44.37       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 34.51       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 41.75       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 50.04       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 34.51       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 34.51       |             |
| 30501       | Weather Forecaster I                                     | 32.47       |             |
| 30502       | Weather Forecaster II                                    | 39.51       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 26.39       | see 2       |
| 30621       | Weather Observer, Senior                                 | 29.78       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 41.75       |             |
| 31020       | Bus Aide                                                 | 15.21       | ***         |
| 31030       | Bus Driver                                               | 18.67       |             |
| 31043       | Driver Courier                                           | 17.06       | ***         |
| 31260       | Parking and Lot Attendant                                | 15.00       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.16       | ***         |
| 31310       | Taxi Driver                                              | 13.24       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 17.91       |             |
| 31362       | Truckdriver, Medium             | 18.67       |             |
| 31363       | Truckdriver, Heavy              | 25.63       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 25.63       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 20.36       |             |
| 99030       | Cashier                         | 13.43       | ***         |
| 99050       | Desk Clerk                      | 14.78       | ***         |
| 99095       | Embalmer                        | 34.51       |             |
| 99130       | Flight Follower                 | 34.51       |             |
| 99251       | Laboratory Animal Caretaker I   | 17.47       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.41       |             |
| 99260       | Marketing Analyst               | 26.59       |             |
| 99310       | Mortician                       | 34.51       |             |
| 99410       | Pest Controller                 | 26.77       |             |
| 99510       | Photofinishing Worker           | 18.13       |             |
| 99710       | Recycling Laborer               | 19.83       |             |
| 99711       | Recycling Specialist            | 22.24       |             |
| 99730       | Refuse Collector                | 18.80       |             |
| 99810       | Sales Clerk                     | 14.03       | ***         |
| 99820       | School Crossing Guard           | 18.80       |             |
| 99830       | Survey Party Chief              | 25.05       |             |
| 99831       | Surveying Aide                  | 16.74       | ***         |
| 99832       | Surveying Technician            | 22.77       |             |
| 99840       | Vending Machine Attendant       | 22.24       |             |
| 99841       | Vending Machine Repairer        | 25.34       |             |
| 99842       | Vending Machine Repairer Helper | 22.24       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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; 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5799**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 04/30/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: South Carolina

Area: South Carolina County of Beaufort

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.82       |             |
| 01012       | Accounting Clerk II                             | 20.00       |             |
| 01013       | Accounting Clerk III                            | 22.37       |             |
| 01020       | Administrative Assistant                        | 29.44       |             |
| 01035       | Court Reporter                                  | 20.48       |             |
| 01041       | Customer Service Representative I               | 14.43       | ***         |
| 01042       | Customer Service Representative II              | 15.75       | ***         |
| 01043       | Customer Service Representative III             | 17.68       | ***         |
| 01051       | Data Entry Operator I                           | 19.65       |             |
| 01052       | Data Entry Operator II                          | 21.44       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 22.44       |             |
| 01070       | Document Preparation Clerk                      | 16.32       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.32       | ***         |
| 01111       | General Clerk I                                 | 15.46       | ***         |
| 01112       | General Clerk II                                | 16.86       | ***         |
| 01113       | General Clerk III                               | 18.94       |             |
| 01120       | Housing Referral Assistant                      | 22.84       |             |
| 01141       | Messenger Courier                               | 14.27       | ***         |
| 01191       | Order Clerk I                                   | 14.95       | ***         |
| 01192       | Order Clerk II                                  | 16.32       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 18.18       |             |
| 01262       | Personnel Assistant (Employment) II             | 20.34       |             |
| 01263       | Personnel Assistant (Employment) III            | 22.68       |             |
| 01270       | Production Control Clerk                        | 24.27       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01290       | Rental Clerk                             | 18.11       |             |
| 01300       | Scheduler, Maintenance                   | 18.31       |             |
| 01311       | Secretary I                              | 18.31       |             |
| 01312       | Secretary II                             | 20.48       |             |
| 01313       | Secretary III                            | 22.84       |             |
| 01320       | Service Order Dispatcher                 | 20.06       |             |
| 01410       | Supply Technician                        | 29.44       |             |
| 01420       | Survey Worker                            | 20.48       |             |
| 01460       | Switchboard Operator/Receptionist        | 16.81       | ***         |
| 01531       | Travel Clerk I                           | 15.92       | ***         |
| 01532       | Travel Clerk II                          | 17.73       | ***         |
| 01533       | Travel Clerk III                         | 19.83       |             |
| 01611       | Word Processor I                         | 16.32       | ***         |
| 01612       | Word Processor II                        | 18.31       |             |
| 01613       | Word Processor III                       | 20.48       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.15       |             |
| 05010       | Automotive Electrician                   | 21.75       |             |
| 05040       | Automotive Glass Installer               | 20.58       |             |
| 05070       | Automotive Worker                        | 20.58       |             |
| 05110       | Mobile Equipment Servicer                | 17.71       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 22.99       |             |
| 05160       | Motor Equipment Metal Worker             | 20.58       |             |
| 05190       | Motor Vehicle Mechanic                   | 22.99       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 16.43       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 19.08       |             |
| 05280       | Motor Vehicle Wrecker                    | 20.58       |             |
| 05310       | Painter, Automotive                      | 21.75       |             |
| 05340       | Radiator Repair Specialist               | 20.58       |             |
| 05370       | Tire Repairer                            | 18.36       |             |
| 05400       | Transmission Repair Specialist           | 22.99       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 18.30       |             |
| 07041       | Cook I                                   | 17.49       | ***         |
| 07042       | Cook II                                  | 20.32       |             |
| 07070       | Dishwasher                               | 14.74       | ***         |
| 07130       | Food Service Worker                      | 15.83       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07210       | Meat Cutter                                  | 20.25       |             |
| 07260       | Waiter/Waitress                              | 9.59        | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 25.99       |             |
| 09040       | Furniture Handler                            | 16.41       | ***         |
| 09080       | Furniture Refinisher                         | 25.99       |             |
| 09090       | Furniture Refinisher Helper                  | 19.70       |             |
| 09110       | Furniture Repairer, Minor                    | 22.81       |             |
| 09130       | Upholsterer                                  | 25.99       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.65       | ***         |
| 11060       | Elevator Operator                            | 14.14       | ***         |
| 11090       | Gardener                                     | 23.48       |             |
| 11122       | Housekeeping Aide                            | 14.14       | ***         |
| 11150       | Janitor                                      | 14.14       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 18.01       |             |
| 11240       | Maid or Houseman                             | 15.00       | ***         |
| 11260       | Pruner                                       | 16.24       | ***         |
| 11270       | Tractor Operator                             | 21.78       |             |
| 11330       | Trail Maintenance Worker                     | 18.01       |             |
| 11360       | Window Cleaner                               | 15.62       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 18.77       |             |
| 12011       | Breath Alcohol Technician                    | 26.08       |             |
| 12012       | Certified Occupational Therapist Assistant   | 35.79       |             |
| 12015       | Certified Physical Therapist Assistant       | 32.22       |             |
| 12020       | Dental Assistant                             | 21.58       |             |
| 12025       | Dental Hygienist                             | 41.06       |             |
| 12030       | EKG Technician                               | 39.53       |             |
| 12035       | Electroneurodiagnostic Technologist          | 39.53       |             |
| 12040       | Emergency Medical Technician                 | 18.77       |             |
| 12071       | Licensed Practical Nurse I                   | 23.32       |             |
| 12072       | Licensed Practical Nurse II                  | 26.08       |             |
| 12073       | Licensed Practical Nurse III                 | 29.07       |             |
| 12100       | Medical Assistant                            | 18.38       |             |
| 12130       | Medical Laboratory Technician                | 26.06       |             |
| 12160       | Medical Record Clerk                         | 23.95       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12190       | Medical Record Technician                            | 26.79       |             |
| 12195       | Medical Transcriptionist                             | 23.32       |             |
| 12210       | Nuclear Medicine Technologist                        | 57.33       |             |
| 12221       | Nursing Assistant I                                  | 12.73       | ***         |
| 12222       | Nursing Assistant II                                 | 14.33       | ***         |
| 12223       | Nursing Assistant III                                | 15.64       | ***         |
| 12224       | Nursing Assistant IV                                 | 17.55       | ***         |
| 12235       | Optical Dispenser                                    | 23.90       |             |
| 12236       | Optical Technician                                   | 23.32       |             |
| 12250       | Pharmacy Technician                                  | 18.36       |             |
| 12280       | Phlebotomist                                         | 19.23       |             |
| 12305       | Radiologic Technologist                              | 31.71       |             |
| 12311       | Registered Nurse I                                   | 25.50       |             |
| 12312       | Registered Nurse II                                  | 31.18       |             |
| 12313       | Registered Nurse II, Specialist                      | 31.18       |             |
| 12314       | Registered Nurse III                                 | 37.73       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 37.73       |             |
| 12316       | Registered Nurse IV                                  | 45.24       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 32.32       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 22.49       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 22.17       |             |
| 13012       | Exhibits Specialist II                               | 27.47       |             |
| 13013       | Exhibits Specialist III                              | 33.59       |             |
| 13041       | Illustrator I                                        | 22.17       |             |
| 13042       | Illustrator II                                       | 27.47       |             |
| 13043       | Illustrator III                                      | 33.59       |             |
| 13047       | Librarian                                            | 30.42       |             |
| 13050       | Library Aide/Clerk                                   | 17.08       | ***         |
| 13054       | Library Information Technology Systems Administrator | 27.47       |             |
| 13058       | Library Technician                                   | 17.80       |             |
| 13061       | Media Specialist I                                   | 19.82       |             |
| 13062       | Media Specialist II                                  | 22.17       |             |
| 13063       | Media Specialist III                                 | 24.71       |             |
| 13071       | Photographer I                                       | 19.82       |             |
| 13072       | Photographer II                                      | 22.17       |             |
| 13073       | Photographer III                                     | 27.47       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13074       | Photographer IV                                         | 33.59       |             |
| 13075       | Photographer V                                          | 40.64       |             |
| 13090       | Technical Order Library Clerk                           | 21.45       |             |
| 13110       | Video Teleconference Technician                         | 23.12       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 20.61       |             |
| 14042       | Computer Operator II                                    | 23.05       |             |
| 14043       | Computer Operator III                                   | 25.69       |             |
| 14044       | Computer Operator IV                                    | 28.55       |             |
| 14045       | Computer Operator V                                     | 31.62       |             |
| 14071       | Computer Programmer I                                   | 25.00       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 20.61       |             |
| 14160       | Personal Computer Support Technician                    | 28.55       |             |
| 14170       | System Support Specialist                               | 31.62       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 37.16       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 44.95       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 53.87       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 37.16       |             |
| 15060       | Educational Technologist                                | 35.40       |             |
| 15070       | Flight Instructor (Pilot)                               | 53.87       |             |
| 15080       | Graphic Artist                                          | 21.04       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 53.87       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 53.87       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 53.87       |             |
| 15090       | Technical Instructor                                    | 26.88       |             |
| 15095       | Technical Instructor/Course Developer                   | 32.87       |             |
| 15110       | Test Proctor                                            | 21.70       |             |
| 15120       | Tutor                                                   | 21.70       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.46       | ***         |



| <b>Code</b> | <b>Title</b>                                     | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------------|-------------|-------------|
| 16030       | Counter Attendant                                | 11.46       | ***         |
| 16040       | Dry Cleaner                                      | 13.90       | ***         |
| 16070       | Finisher, Flatwork, Machine                      | 11.46       | ***         |
| 16090       | Presser, Hand                                    | 11.46       | ***         |
| 16110       | Presser, Machine, Drycleaning                    | 11.46       | ***         |
| 16130       | Presser, Machine, Shirts                         | 11.46       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry       | 11.46       | ***         |
| 16190       | Sewing Machine Operator                          | 14.76       | ***         |
| 16220       | Tailor                                           | 15.66       | ***         |
| 16250       | Washer, Machine                                  | 12.16       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations    |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                | 26.88       |             |
| 19040       | Tool And Die Maker                               | 32.58       |             |
| 21000       | Materials Handling And Packing Occupations       |             |             |
| 21020       | Forklift Operator                                | 20.65       |             |
| 21030       | Material Coordinator                             | 24.27       |             |
| 21040       | Material Expediter                               | 24.27       |             |
| 21050       | Material Handling Laborer                        | 17.56       | ***         |
| 21071       | Order Filler                                     | 17.07       | ***         |
| 21080       | Production Line Worker (Food Processing)         | 20.65       |             |
| 21110       | Shipping Packer                                  | 19.06       |             |
| 21130       | Shipping/Receiving Clerk                         | 19.06       |             |
| 21140       | Store Worker I                                   | 15.14       | ***         |
| 21150       | Stock Clerk                                      | 20.64       |             |
| 21210       | Tools And Parts Attendant                        | 20.65       |             |
| 21410       | Warehouse Specialist                             | 20.65       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations |             |             |
| 23010       | Aerospace Structural Welder                      | 39.89       |             |
| 23019       | Aircraft Logs and Records Technician             | 31.50       |             |
| 23021       | Aircraft Mechanic I                              | 37.96       |             |
| 23022       | Aircraft Mechanic II                             | 39.89       |             |
| 23023       | Aircraft Mechanic III                            | 41.78       |             |
| 23040       | Aircraft Mechanic Helper                         | 27.12       |             |
| 23050       | Aircraft, Painter                                | 35.91       |             |
| 23060       | Aircraft Servicer                                | 31.50       |             |
| 23070       | Aircraft Survival Flight Equipment Technician    | 35.91       |             |
| 23080       | Aircraft Worker                                  | 33.97       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 33.97            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 37.96            |
| 23110       | Appliance Mechanic                                                     | 26.88            |
| 23120       | Bicycle Repairer                                                       | 21.89            |
| 23125       | Cable Splicer                                                          | 39.98            |
| 23130       | Carpenter, Maintenance                                                 | 23.05            |
| 23140       | Carpet Layer                                                           | 25.43            |
| 23160       | Electrician, Maintenance                                               | 23.24            |
| 23181       | Electronics Technician Maintenance I                                   | 25.43            |
| 23182       | Electronics Technician Maintenance II                                  | 26.88            |
| 23183       | Electronics Technician Maintenance III                                 | 28.42            |
| 23260       | Fabric Worker                                                          | 23.58            |
| 23290       | Fire Alarm System Mechanic                                             | 28.42            |
| 23310       | Fire Extinguisher Repairer                                             | 21.89            |
| 23311       | Fuel Distribution System Mechanic                                      | 28.42            |
| 23312       | Fuel Distribution System Operator                                      | 21.89            |
| 23370       | General Maintenance Worker                                             | 20.80            |
| 23380       | Ground Support Equipment Mechanic                                      | 37.96            |
| 23381       | Ground Support Equipment Servicer                                      | 31.50            |
| 23382       | Ground Support Equipment Worker                                        | 33.97            |
| 23391       | Gunsmith I                                                             | 21.89            |
| 23392       | Gunsmith II                                                            | 25.43            |
| 23393       | Gunsmith III                                                           | 28.42            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.24            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.57            |
| 23430       | Heavy Equipment Mechanic                                               | 29.45            |
| 23440       | Heavy Equipment Operator                                               | 23.31            |
| 23460       | Instrument Mechanic                                                    | 28.42            |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.88            |
| 23470       | Laborer                                                                | 17.56 ***        |
| 23510       | Locksmith                                                              | 26.88            |
| 23530       | Machinery Maintenance Mechanic                                         | 27.88            |
| 23550       | Machinist, Maintenance                                                 | 28.42            |
| 23580       | Maintenance Trades Helper                                              | 19.66            |
| 23591       | Metrology Technician I                                                 | 28.42            |
| 23592       | Metrology Technician II                                                | 29.86            |
| 23593       | Metrology Technician III                                               | 31.27            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23640       | Millwright                                        | 28.42       |             |
| 23710       | Office Appliance Repairer                         | 26.88       |             |
| 23760       | Painter, Maintenance                              | 20.65       |             |
| 23790       | Pipefitter, Maintenance                           | 26.31       |             |
| 23810       | Plumber, Maintenance                              | 24.89       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 28.42       |             |
| 23850       | Rigger                                            | 28.42       |             |
| 23870       | Scale Mechanic                                    | 25.43       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 25.96       |             |
| 23910       | Small Engine Mechanic                             | 21.33       |             |
| 23931       | Telecommunications Mechanic I                     | 25.81       |             |
| 23932       | Telecommunications Mechanic II                    | 27.12       |             |
| 23950       | Telephone Lineman                                 | 28.42       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.25       |             |
| 23965       | Well Driller                                      | 28.42       |             |
| 23970       | Woodcraft Worker                                  | 28.42       |             |
| 23980       | Woodworker                                        | 21.89       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 21.93       |             |
| 24570       | Child Care Attendant                              | 13.67       | ***         |
| 24580       | Child Care Center Clerk                           | 17.04       | ***         |
| 24610       | Chore Aide                                        | 14.27       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 21.93       |             |
| 24630       | Homemaker                                         | 21.93       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 26.76       |             |
| 25040       | Sewage Plant Operator                             | 27.38       |             |
| 25070       | Stationary Engineer                               | 26.76       |             |
| 25190       | Ventilation Equipment Tender                      | 19.22       |             |
| 25210       | Water Treatment Plant Operator                    | 27.38       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 21.49       |             |
| 27007       | Baggage Inspector                                 | 17.08       | ***         |
| 27008       | Corrections Officer                               | 22.91       |             |
| 27010       | Court Security Officer                            | 24.24       |             |
| 27030       | Detection Dog Handler                             | 19.12       |             |
| 27040       | Detention Officer                                 | 22.91       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27070       | Firefighter                                    | 24.38       |             |
| 27101       | Guard I                                        | 17.08       | ***         |
| 27102       | Guard II                                       | 19.12       |             |
| 27131       | Police Officer I                               | 25.60       |             |
| 27132       | Police Officer II                              | 28.44       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 16.86       | ***         |
| 28042       | Carnival Equipment Repairer                    | 18.15       |             |
| 28043       | Carnival Worker                                | 12.57       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 20.16       |             |
| 28310       | Lifeguard                                      | 15.16       | ***         |
| 28350       | Park Attendant (Aide)                          | 22.55       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 16.46       | ***         |
| 28515       | Recreation Specialist                          | 27.93       |             |
| 28630       | Sports Official                                | 17.96       |             |
| 28690       | Swimming Pool Operator                         | 21.08       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 25.43       |             |
| 29020       | Hatch Tender                                   | 25.43       |             |
| 29030       | Line Handler                                   | 25.43       |             |
| 29041       | Stevedore I                                    | 23.58       |             |
| 29042       | Stevedore II                                   | 26.88       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99       | see 2       |
| 30021       | Archeological Technician I                     | 19.14       |             |
| 30022       | Archeological Technician II                    | 21.16       |             |
| 30023       | Archeological Technician III                   | 26.21       |             |
| 30030       | Cartographic Technician                        | 28.72       |             |
| 30040       | Civil Engineering Technician                   | 26.04       |             |
| 30051       | Cryogenic Technician I                         | 28.84       |             |
| 30052       | Cryogenic Technician II                        | 31.86       |             |
| 30061       | Drafter/CAD Operator I                         | 19.14       |             |
| 30062       | Drafter/CAD Operator II                        | 21.16       |             |
| 30063       | Drafter/CAD Operator III                       | 23.58       |             |
| 30064       | Drafter/CAD Operator IV                        | 29.04       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30081       | Engineering Technician I                                 | 16.74 ***        |
| 30082       | Engineering Technician II                                | 18.79            |
| 30083       | Engineering Technician III                               | 21.02            |
| 30084       | Engineering Technician IV                                | 26.04            |
| 30085       | Engineering Technician V                                 | 31.86            |
| 30086       | Engineering Technician VI                                | 38.54            |
| 30090       | Environmental Technician                                 | 26.21            |
| 30095       | Evidence Control Specialist                              | 26.04            |
| 30210       | Laboratory Technician                                    | 24.16            |
| 30221       | Latent Fingerprint Technician I                          | 28.84            |
| 30222       | Latent Fingerprint Technician II                         | 31.86            |
| 30240       | Mathematical Technician                                  | 26.21            |
| 30361       | Paralegal/Legal Assistant I                              | 23.28            |
| 30362       | Paralegal/Legal Assistant II                             | 28.84            |
| 30363       | Paralegal/Legal Assistant III                            | 35.27            |
| 30364       | Paralegal/Legal Assistant IV                             | 42.67            |
| 30375       | Petroleum Supply Specialist                              | 31.86            |
| 30390       | Photo-Optics Technician                                  | 26.21            |
| 30395       | Radiation Control Technician                             | 31.86            |
| 30461       | Technical Writer I                                       | 26.04            |
| 30462       | Technical Writer II                                      | 31.86            |
| 30463       | Technical Writer III                                     | 38.54            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46            |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28            |
| 30501       | Weather Forecaster I                                     | 28.84            |
| 30502       | Weather Forecaster II                                    | 35.08            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.58 see 2      |
| 30621       | Weather Observer, Senior                                 | 26.04 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 35.43            |
| 31020       | Bus Aide                                                 | 14.62 ***        |
| 31030       | Bus Driver                                               | 20.49            |
| 31043       | Driver Courier                                           | 17.68 ***        |
| 31260       | Parking and Lot Attendant                                | 14.51 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31290       | Shuttle Bus Driver              | 16.53       | ***         |
| 31310       | Taxi Driver                     | 12.69       | ***         |
| 31361       | Truckdriver, Light              | 19.02       |             |
| 31362       | Truckdriver, Medium             | 20.49       |             |
| 31363       | Truckdriver, Heavy              | 24.39       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 24.39       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 17.27       | ***         |
| 99030       | Cashier                         | 13.85       | ***         |
| 99050       | Desk Clerk                      | 15.50       | ***         |
| 99095       | Embalmer                        | 29.43       |             |
| 99130       | Flight Follower                 | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I   | 18.65       |             |
| 99252       | Laboratory Animal Caretaker II  | 20.05       |             |
| 99260       | Marketing Analyst               | 28.49       |             |
| 99310       | Mortician                       | 29.43       |             |
| 99410       | Pest Controller                 | 19.09       |             |
| 99510       | Photofinishing Worker           | 15.39       | ***         |
| 99710       | Recycling Laborer               | 21.64       |             |
| 99711       | Recycling Specialist            | 25.93       |             |
| 99730       | Refuse Collector                | 19.51       |             |
| 99810       | Sales Clerk                     | 15.16       | ***         |
| 99820       | School Crossing Guard           | 16.94       | ***         |
| 99830       | Survey Party Chief              | 22.93       |             |
| 99831       | Surveying Aide                  | 17.38       | ***         |
| 99832       | Surveying Technician            | 20.84       |             |
| 99840       | Vending Machine Attendant       | 22.72       |             |
| 99841       | Vending Machine Repairer        | 28.46       |             |
| 99842       | Vending Machine Repairer Helper | 22.72       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and

Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5805**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Culberson

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.20       | ***         |
| 01012       | Accounting Clerk II                             | 18.18       |             |
| 01013       | Accounting Clerk III                            | 20.34       |             |
| 01020       | Administrative Assistant                        | 27.30       |             |
| 01035       | Court Reporter                                  | 20.11       |             |
| 01041       | Customer Service Representative I               | 14.75       | ***         |
| 01042       | Customer Service Representative II              | 16.09       | ***         |
| 01043       | Customer Service Representative III             | 18.06       |             |
| 01051       | Data Entry Operator I                           | 16.04       | ***         |
| 01052       | Data Entry Operator II                          | 17.50       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.60       |             |
| 01070       | Document Preparation Clerk                      | 16.02       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.02       | ***         |
| 01111       | General Clerk I                                 | 14.30       | ***         |
| 01112       | General Clerk II                                | 15.60       | ***         |
| 01113       | General Clerk III                               | 17.51       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01120       | Housing Referral Assistant           | 22.43       |             |
| 01141       | Messenger Courier                    | 13.05       | ***         |
| 01191       | Order Clerk I                        | 18.02       |             |
| 01192       | Order Clerk II                       | 19.67       |             |
| 01261       | Personnel Assistant (Employment) I   | 17.72       | ***         |
| 01262       | Personnel Assistant (Employment) II  | 19.82       |             |
| 01263       | Personnel Assistant (Employment) III | 22.10       |             |
| 01270       | Production Control Clerk             | 19.19       |             |
| 01290       | Rental Clerk                         | 15.47       | ***         |
| 01300       | Scheduler, Maintenance               | 17.98       |             |
| 01311       | Secretary I                          | 17.98       |             |
| 01312       | Secretary II                         | 20.11       |             |
| 01313       | Secretary III                        | 22.43       |             |
| 01320       | Service Order Dispatcher             | 19.07       |             |
| 01410       | Supply Technician                    | 27.30       |             |
| 01420       | Survey Worker                        | 14.31       | ***         |
| 01460       | Switchboard Operator/Receptionist    | 14.06       | ***         |
| 01531       | Travel Clerk I                       | 14.01       | ***         |
| 01532       | Travel Clerk II                      | 15.15       | ***         |
| 01533       | Travel Clerk III                     | 16.15       | ***         |
| 01611       | Word Processor I                     | 16.02       | ***         |
| 01612       | Word Processor II                    | 17.98       |             |
| 01613       | Word Processor III                   | 20.11       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 20.75       |             |
| 05010       | Automotive Electrician               | 23.02       |             |
| 05040       | Automotive Glass Installer           | 21.56       |             |
| 05070       | Automotive Worker                    | 21.56       |             |
| 05110       | Mobile Equipment Servicer            | 18.58       |             |
| 05130       | Motor Equipment Metal Mechanic       | 24.56       |             |
| 05160       | Motor Equipment Metal Worker         | 21.56       |             |
| 05190       | Motor Vehicle Mechanic               | 24.56       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 17.08       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 20.05       |             |
| 05280       | Motor Vehicle Wrecker                | 21.56       |             |
| 05310       | Painter, Automotive                  | 23.02       |             |
| 05340       | Radiator Repair Specialist           | 21.56       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05370       | Tire Repairer                                | 14.63       | ***         |
| 05400       | Transmission Repair Specialist               | 24.56       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 12.50       | ***         |
| 07041       | Cook I                                       | 13.19       | ***         |
| 07042       | Cook II                                      | 15.31       | ***         |
| 07070       | Dishwasher                                   | 11.34       | ***         |
| 07130       | Food Service Worker                          | 12.38       | ***         |
| 07210       | Meat Cutter                                  | 17.57       | ***         |
| 07260       | Waiter/Waitress                              | 10.58       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.38       |             |
| 09040       | Furniture Handler                            | 13.16       | ***         |
| 09080       | Furniture Refinisher                         | 21.38       |             |
| 09090       | Furniture Refinisher Helper                  | 15.86       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.62       |             |
| 09130       | Upholsterer                                  | 21.38       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.68       | ***         |
| 11060       | Elevator Operator                            | 13.99       | ***         |
| 11090       | Gardener                                     | 20.56       |             |
| 11122       | Housekeeping Aide                            | 13.99       | ***         |
| 11150       | Janitor                                      | 13.99       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 15.61       | ***         |
| 11240       | Maid or Houseman                             | 11.94       | ***         |
| 11260       | Pruner                                       | 14.48       | ***         |
| 11270       | Tractor Operator                             | 18.90       |             |
| 11330       | Trail Maintenance Worker                     | 15.61       | ***         |
| 11360       | Window Cleaner                               | 15.02       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 16.87       | ***         |
| 12011       | Breath Alcohol Technician                    | 21.92       |             |
| 12012       | Certified Occupational Therapist Assistant   | 33.00       |             |
| 12015       | Certified Physical Therapist Assistant       | 34.83       |             |
| 12020       | Dental Assistant                             | 17.49       | ***         |
| 12025       | Dental Hygienist                             | 40.38       |             |
| 12030       | EKG Technician                               | 33.23       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12035       | Electroneurodiagnostic Technologist  | 33.23       |             |
| 12040       | Emergency Medical Technician         | 16.87       | ***         |
| 12071       | Licensed Practical Nurse I           | 19.60       |             |
| 12072       | Licensed Practical Nurse II          | 21.92       |             |
| 12073       | Licensed Practical Nurse III         | 24.45       |             |
| 12100       | Medical Assistant                    | 16.64       | ***         |
| 12130       | Medical Laboratory Technician        | 28.75       |             |
| 12160       | Medical Record Clerk                 | 16.08       | ***         |
| 12190       | Medical Record Technician            | 17.99       |             |
| 12195       | Medical Transcriptionist             | 19.60       |             |
| 12210       | Nuclear Medicine Technologist        | 48.18       |             |
| 12221       | Nursing Assistant I                  | 12.60       | ***         |
| 12222       | Nursing Assistant II                 | 14.17       | ***         |
| 12223       | Nursing Assistant III                | 15.46       | ***         |
| 12224       | Nursing Assistant IV                 | 17.36       | ***         |
| 12235       | Optical Dispenser                    | 16.68       | ***         |
| 12236       | Optical Technician                   | 19.60       |             |
| 12250       | Pharmacy Technician                  | 17.91       |             |
| 12280       | Phlebotomist                         | 15.32       | ***         |
| 12305       | Radiologic Technologist              | 30.76       |             |
| 12311       | Registered Nurse I                   | 25.61       |             |
| 12312       | Registered Nurse II                  | 31.33       |             |
| 12313       | Registered Nurse II, Specialist      | 31.33       |             |
| 12314       | Registered Nurse III                 | 37.90       |             |
| 12315       | Registered Nurse III, Anesthetist    | 37.90       |             |
| 12316       | Registered Nurse IV                  | 45.43       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 27.17       |             |
| 12320       | Substance Abuse Treatment Counselor  | 22.78       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 19.15       |             |
| 13012       | Exhibits Specialist II               | 23.08       |             |
| 13013       | Exhibits Specialist III              | 27.44       |             |
| 13041       | Illustrator I                        | 19.15       |             |
| 13042       | Illustrator II                       | 23.08       |             |
| 13043       | Illustrator III                      | 27.44       |             |
| 13047       | Librarian                            | 24.84       |             |
| 13050       | Library Aide/Clerk                   | 13.61       | ***         |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13054       | Library Information Technology Systems Administrator | 22.43       |             |
| 13058       | Library Technician                                   | 17.24       | ***         |
| 13061       | Media Specialist I                                   | 16.19       | ***         |
| 13062       | Media Specialist II                                  | 18.10       |             |
| 13063       | Media Specialist III                                 | 20.18       |             |
| 13071       | Photographer I                                       | 16.19       | ***         |
| 13072       | Photographer II                                      | 18.10       |             |
| 13073       | Photographer III                                     | 22.43       |             |
| 13074       | Photographer IV                                      | 27.44       |             |
| 13075       | Photographer V                                       | 33.20       |             |
| 13090       | Technical Order Library Clerk                        | 17.08       | ***         |
| 13110       | Video Teleconference Technician                      | 19.12       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 19.18       |             |
| 14042       | Computer Operator II                                 | 21.45       |             |
| 14043       | Computer Operator III                                | 23.91       |             |
| 14044       | Computer Operator IV                                 | 26.58       |             |
| 14045       | Computer Operator V                                  | 29.43       |             |
| 14071       | Computer Programmer I                                | 22.91       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 19.18       |             |
| 14160       | Personal Computer Support Technician                 | 26.58       |             |
| 14170       | System Support Specialist                            | 29.43       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 31.23       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 37.79       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 45.29       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 31.23       |             |
| 15060       | Educational Technologist                             | 32.13       |             |
| 15070       | Flight Instructor (Pilot)                            | 45.29       |             |
| 15080       | Graphic Artist                                       | 23.17       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop              | 45.29       |             |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 45.29       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 45.29       |             |
| 15090       | Technical Instructor                                    | 24.05       |             |
| 15095       | Technical Instructor/Course Developer                   | 29.40       |             |
| 15110       | Test Proctor                                            | 19.40       |             |
| 15120       | Tutor                                                   | 19.40       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.35       | ***         |
| 16030       | Counter Attendant                                       | 10.35       | ***         |
| 16040       | Dry Cleaner                                             | 12.20       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 10.35       | ***         |
| 16090       | Presser, Hand                                           | 10.35       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 10.35       | ***         |
| 16130       | Presser, Machine, Shirts                                | 10.35       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 10.35       | ***         |
| 16190       | Sewing Machine Operator                                 | 13.06       | ***         |
| 16220       | Tailor                                                  | 13.92       | ***         |
| 16250       | Washer, Machine                                         | 10.86       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 23.68       |             |
| 19040       | Tool And Die Maker                                      | 29.70       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.67       |             |
| 21030       | Material Coordinator                                    | 19.19       |             |
| 21040       | Material Expediter                                      | 19.19       |             |
| 21050       | Material Handling Laborer                               | 16.94       | ***         |
| 21071       | Order Filler                                            | 15.94       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.67       |             |
| 21110       | Shipping Packer                                         | 18.02       |             |
| 21130       | Shipping/Receiving Clerk                                | 18.02       |             |
| 21140       | Store Worker I                                          | 13.80       | ***         |
| 21150       | Stock Clerk                                             | 17.33       | ***         |
| 21210       | Tools And Parts Attendant                               | 20.67       |             |
| 21410       | Warehouse Specialist                                    | 20.67       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 30.16       |             |
| 23019       | Aircraft Logs and Records Technician                    | 23.30       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23021       | Aircraft Mechanic I                                                    | 28.51            |
| 23022       | Aircraft Mechanic II                                                   | 30.16            |
| 23023       | Aircraft Mechanic III                                                  | 31.79            |
| 23040       | Aircraft Mechanic Helper                                               | 19.83            |
| 23050       | Aircraft, Painter                                                      | 25.25            |
| 23060       | Aircraft Servicer                                                      | 23.30            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 25.25            |
| 23080       | Aircraft Worker                                                        | 25.15            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 25.15            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 28.51            |
| 23110       | Appliance Mechanic                                                     | 23.68            |
| 23120       | Bicycle Repairer                                                       | 19.10            |
| 23125       | Cable Splicer                                                          | 30.00            |
| 23130       | Carpenter, Maintenance                                                 | 24.06            |
| 23140       | Carpet Layer                                                           | 22.18            |
| 23160       | Electrician, Maintenance                                               | 28.70            |
| 23181       | Electronics Technician Maintenance I                                   | 34.82            |
| 23182       | Electronics Technician Maintenance II                                  | 37.17            |
| 23183       | Electronics Technician Maintenance III                                 | 39.65            |
| 23260       | Fabric Worker                                                          | 20.62            |
| 23290       | Fire Alarm System Mechanic                                             | 25.26            |
| 23310       | Fire Extinguisher Repairer                                             | 19.10            |
| 23311       | Fuel Distribution System Mechanic                                      | 27.38            |
| 23312       | Fuel Distribution System Operator                                      | 20.69            |
| 23370       | General Maintenance Worker                                             | 18.09            |
| 23380       | Ground Support Equipment Mechanic                                      | 28.51            |
| 23381       | Ground Support Equipment Servicer                                      | 23.30            |
| 23382       | Ground Support Equipment Worker                                        | 25.15            |
| 23391       | Gunsmith I                                                             | 19.10            |
| 23392       | Gunsmith II                                                            | 22.18            |
| 23393       | Gunsmith III                                                           | 25.26            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.32            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.74            |
| 23430       | Heavy Equipment Mechanic                                               | 27.36            |
| 23440       | Heavy Equipment Operator                                               | 22.80            |
| 23460       | Instrument Mechanic                                                    | 25.26            |
| 23465       | Laboratory/Shelter Mechanic                                            | 23.68            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate Note</b> |
|-----------------------------------------------|---------------------------------------------------|------------------|
| 23470                                         | Laborer                                           | 16.94 ***        |
| 23510                                         | Locksmith                                         | 23.68            |
| 23530                                         | Machinery Maintenance Mechanic                    | 28.76            |
| 23550                                         | Machinist, Maintenance                            | 23.33            |
| 23580                                         | Maintenance Trades Helper                         | 15.17 ***        |
| 23591                                         | Metrology Technician I                            | 25.26            |
| 23592                                         | Metrology Technician II                           | 26.79            |
| 23593                                         | Metrology Technician III                          | 28.29            |
| 23640                                         | Millwright                                        | 27.44            |
| 23710                                         | Office Appliance Repairer                         | 23.68            |
| 23760                                         | Painter, Maintenance                              | 19.86            |
| 23790                                         | Pipefitter, Maintenance                           | 27.42            |
| 23810                                         | Plumber, Maintenance                              | 25.70            |
| 23820                                         | Pneudraulic Systems Mechanic                      | 25.26            |
| 23850                                         | Rigger                                            | 24.84            |
| 23870                                         | Scale Mechanic                                    | 22.18            |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 24.00            |
| 23910                                         | Small Engine Mechanic                             | 22.18            |
| 23931                                         | Telecommunications Mechanic I                     | 27.85            |
| 23932                                         | Telecommunications Mechanic II                    | 29.47            |
| 23950                                         | Telephone Lineman                                 | 26.23            |
| 23960                                         | Welder, Combination, Maintenance                  | 23.17            |
| 23965                                         | Well Driller                                      | 25.26            |
| 23970                                         | Woodcraft Worker                                  | 25.26            |
| 23980                                         | Woodworker                                        | 19.10            |
| 24000 Personal Needs Occupations              |                                                   |                  |
| 24550                                         | Case Manager                                      | 17.16 ***        |
| 24570                                         | Child Care Attendant                              | 11.87 ***        |
| 24580                                         | Child Care Center Clerk                           | 14.80 ***        |
| 24610                                         | Chore Aide                                        | 11.78 ***        |
| 24620                                         | Family Readiness And Support Services Coordinator | 17.16 ***        |
| 24630                                         | Homemaker                                         | 17.16 ***        |
| 25000 Plant And System Operations Occupations |                                                   |                  |
| 25010                                         | Boiler Tender                                     | 23.47            |
| 25040                                         | Sewage Plant Operator                             | 20.43            |
| 25070                                         | Stationary Engineer                               | 23.47            |
| 25190                                         | Ventilation Equipment Tender                      | 16.32 ***        |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25210       | Water Treatment Plant Operator                 | 20.43       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 18.63       |             |
| 27007       | Baggage Inspector                              | 14.29       | ***         |
| 27008       | Corrections Officer                            | 22.44       |             |
| 27010       | Court Security Officer                         | 22.71       |             |
| 27030       | Detection Dog Handler                          | 15.98       | ***         |
| 27040       | Detention Officer                              | 22.44       |             |
| 27070       | Firefighter                                    | 22.97       |             |
| 27101       | Guard I                                        | 14.29       | ***         |
| 27102       | Guard II                                       | 15.98       | ***         |
| 27131       | Police Officer I                               | 23.27       |             |
| 27132       | Police Officer II                              | 25.85       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.44       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.71       | ***         |
| 28043       | Carnival Worker                                | 11.16       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.67       | ***         |
| 28310       | Lifeguard                                      | 11.90       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.77       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.43       | ***         |
| 28515       | Recreation Specialist                          | 23.23       |             |
| 28630       | Sports Official                                | 15.74       | ***         |
| 28690       | Swimming Pool Operator                         | 18.24       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 31.27       |             |
| 29020       | Hatch Tender                                   | 31.27       |             |
| 29030       | Line Handler                                   | 31.27       |             |
| 29041       | Stevedore I                                    | 29.07       |             |
| 29042       | Stevedore II                                   | 33.64       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 19.84       |             |
| 30022       | Archeological Technician II                    | 22.20       |             |
| 30023       | Archeological Technician III                   | 27.62       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30030       | Cartographic Technician                  | 27.63            |
| 30040       | Civil Engineering Technician             | 23.03            |
| 30051       | Cryogenic Technician I                   | 30.46            |
| 30052       | Cryogenic Technician II                  | 33.64            |
| 30061       | Drafter/CAD Operator I                   | 19.84            |
| 30062       | Drafter/CAD Operator II                  | 22.20            |
| 30063       | Drafter/CAD Operator III                 | 24.74            |
| 30064       | Drafter/CAD Operator IV                  | 30.46            |
| 30081       | Engineering Technician I                 | 16.49 ***        |
| 30082       | Engineering Technician II                | 18.50            |
| 30083       | Engineering Technician III               | 20.70            |
| 30084       | Engineering Technician IV                | 25.64            |
| 30085       | Engineering Technician V                 | 31.37            |
| 30086       | Engineering Technician VI                | 37.95            |
| 30090       | Environmental Technician                 | 26.66            |
| 30095       | Evidence Control Specialist              | 27.50            |
| 30210       | Laboratory Technician                    | 32.31            |
| 30221       | Latent Fingerprint Technician I          | 30.46            |
| 30222       | Latent Fingerprint Technician II         | 33.64            |
| 30240       | Mathematical Technician                  | 27.50            |
| 30361       | Paralegal/Legal Assistant I              | 19.44            |
| 30362       | Paralegal/Legal Assistant II             | 24.08            |
| 30363       | Paralegal/Legal Assistant III            | 29.45            |
| 30364       | Paralegal/Legal Assistant IV             | 35.63            |
| 30375       | Petroleum Supply Specialist              | 33.64            |
| 30390       | Photo-Optics Technician                  | 27.50            |
| 30395       | Radiation Control Technician             | 33.64            |
| 30461       | Technical Writer I                       | 27.99            |
| 30462       | Technical Writer II                      | 34.23            |
| 30463       | Technical Writer III                     | 41.42            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 28.73            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 34.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 41.67            |
| 30494       | Unexploded (UXO) Safety Escort           | 28.73            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 28.73            |
| 30501       | Weather Forecaster I                     | 30.46            |
| 30502       | Weather Forecaster II                    | 37.04            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.74 see 2      |
| 30621       | Weather Observer, Senior                                 | 27.50 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 34.76            |
| 31020       | Bus Aide                                                 | 13.34 ***        |
| 31030       | Bus Driver                                               | 18.95            |
| 31043       | Driver Courier                                           | 15.83 ***        |
| 31260       | Parking and Lot Attendant                                | 12.21 ***        |
| 31290       | Shuttle Bus Driver                                       | 15.65 ***        |
| 31310       | Taxi Driver                                              | 11.54 ***        |
| 31361       | Truckdriver, Light                                       | 17.22 ***        |
| 31362       | Truckdriver, Medium                                      | 18.58            |
| 31363       | Truckdriver, Heavy                                       | 23.68            |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.68            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 16.95 ***        |
| 99030       | Cashier                                                  | 11.59 ***        |
| 99050       | Desk Clerk                                               | 12.07 ***        |
| 99095       | Embalmer                                                 | 27.37            |
| 99130       | Flight Follower                                          | 28.73            |
| 99251       | Laboratory Animal Caretaker I                            | 17.23 ***        |
| 99252       | Laboratory Animal Caretaker II                           | 18.76            |
| 99260       | Marketing Analyst                                        | 32.61            |
| 99310       | Mortician                                                | 27.37            |
| 99410       | Pest Controller                                          | 19.75            |
| 99510       | Photofinishing Worker                                    | 15.10 ***        |
| 99710       | Recycling Laborer                                        | 19.02            |
| 99711       | Recycling Specialist                                     | 22.91            |
| 99730       | Refuse Collector                                         | 17.71 ***        |
| 99810       | Sales Clerk                                              | 13.79 ***        |
| 99820       | School Crossing Guard                                    | 14.66 ***        |
| 99830       | Survey Party Chief                                       | 29.39            |
| 99831       | Surveying Aide                                           | 20.36            |
| 99832       | Surveying Technician                                     | 24.03            |
| 99840       | Vending Machine Attendant                                | 18.97            |
| 99841       | Vending Machine Repairer                                 | 23.96            |
| 99842       | Vending Machine Repairer Helper                          | 18.97            |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5807**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Comanche, Eastland, Stephens, Young

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

## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 17.99 |      |
| 01012 | Accounting Clerk II                             | 20.19 |      |
| 01013 | Accounting Clerk III                            | 22.58 |      |
| 01020 | Administrative Assistant                        | 27.64 |      |
| 01035 | Court Reporter                                  | 24.95 |      |
| 01041 | Customer Service Representative I               | 15.36 | ***  |
| 01042 | Customer Service Representative II              | 16.76 | ***  |
| 01043 | Customer Service Representative III             | 18.81 |      |
| 01051 | Data Entry Operator I                           | 15.48 | ***  |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01052       | Data Entry Operator II               | 16.89       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 19.16       |             |
| 01070       | Document Preparation Clerk           | 15.40       | ***         |
| 01090       | Duplicating Machine Operator         | 15.40       | ***         |
| 01111       | General Clerk I                      | 15.72       | ***         |
| 01112       | General Clerk II                     | 17.49       | ***         |
| 01113       | General Clerk III                    | 19.26       |             |
| 01120       | Housing Referral Assistant           | 21.56       |             |
| 01141       | Messenger Courier                    | 14.34       | ***         |
| 01191       | Order Clerk I                        | 17.69       | ***         |
| 01192       | Order Clerk II                       | 19.30       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.20       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.35       |             |
| 01263       | Personnel Assistant (Employment) III | 22.69       |             |
| 01270       | Production Control Clerk             | 23.11       |             |
| 01290       | Rental Clerk                         | 15.16       | ***         |
| 01300       | Scheduler, Maintenance               | 17.28       | ***         |
| 01311       | Secretary I                          | 17.28       | ***         |
| 01312       | Secretary II                         | 19.33       |             |
| 01313       | Secretary III                        | 21.56       |             |
| 01320       | Service Order Dispatcher             | 17.13       | ***         |
| 01410       | Supply Technician                    | 27.64       |             |
| 01420       | Survey Worker                        | 15.42       | ***         |
| 01460       | Switchboard Operator/Receptionist    | 14.04       | ***         |
| 01531       | Travel Clerk I                       | 15.40       | ***         |
| 01532       | Travel Clerk II                      | 16.82       | ***         |
| 01533       | Travel Clerk III                     | 18.43       |             |
| 01611       | Word Processor I                     | 15.40       | ***         |
| 01612       | Word Processor II                    | 17.28       | ***         |
| 01613       | Word Processor III                   | 19.33       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 21.96       |             |
| 05010       | Automotive Electrician               | 21.49       |             |
| 05040       | Automotive Glass Installer           | 20.29       |             |
| 05070       | Automotive Worker                    | 20.29       |             |
| 05110       | Mobile Equipment Servicer            | 17.73       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 22.68       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05160       | Motor Equipment Metal Worker                 | 20.29       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.68       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.41       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.04       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.29       |             |
| 05310       | Painter, Automotive                          | 21.49       |             |
| 05340       | Radiator Repair Specialist                   | 20.29       |             |
| 05370       | Tire Repairer                                | 16.18       | ***         |
| 05400       | Transmission Repair Specialist               | 22.68       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.10       | ***         |
| 07041       | Cook I                                       | 12.83       | ***         |
| 07042       | Cook II                                      | 14.70       | ***         |
| 07070       | Dishwasher                                   | 10.96       | ***         |
| 07130       | Food Service Worker                          | 12.15       | ***         |
| 07210       | Meat Cutter                                  | 13.61       | ***         |
| 07260       | Waiter/Waitress                              | 10.18       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 19.02       |             |
| 09040       | Furniture Handler                            | 11.85       | ***         |
| 09080       | Furniture Refinisher                         | 19.02       |             |
| 09090       | Furniture Refinisher Helper                  | 14.25       | ***         |
| 09110       | Furniture Repairer, Minor                    | 16.63       | ***         |
| 09130       | Upholsterer                                  | 19.02       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.86       | ***         |
| 11060       | Elevator Operator                            | 13.86       | ***         |
| 11090       | Gardener                                     | 19.23       |             |
| 11122       | Housekeeping Aide                            | 13.86       | ***         |
| 11150       | Janitor                                      | 13.86       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 14.91       | ***         |
| 11240       | Maid or Houseman                             | 11.72       | ***         |
| 11260       | Pruner                                       | 13.47       | ***         |
| 11270       | Tractor Operator                             | 17.79       |             |
| 11330       | Trail Maintenance Worker                     | 14.91       | ***         |
| 11360       | Window Cleaner                               | 15.35       | ***         |
| 12000       | Health Occupations                           |             |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 12010       | Ambulance Driver                           | 16.42       | ***         |
| 12011       | Breath Alcohol Technician                  | 22.17       |             |
| 12012       | Certified Occupational Therapist Assistant | 36.65       |             |
| 12015       | Certified Physical Therapist Assistant     | 35.85       |             |
| 12020       | Dental Assistant                           | 18.09       |             |
| 12025       | Dental Hygienist                           | 38.05       |             |
| 12030       | EKG Technician                             | 25.38       |             |
| 12035       | Electroneurodiagnostic Technologist        | 25.38       |             |
| 12040       | Emergency Medical Technician               | 16.42       | ***         |
| 12071       | Licensed Practical Nurse I                 | 19.82       |             |
| 12072       | Licensed Practical Nurse II                | 22.17       |             |
| 12073       | Licensed Practical Nurse III               | 24.72       |             |
| 12100       | Medical Assistant                          | 17.21       | ***         |
| 12130       | Medical Laboratory Technician              | 28.41       |             |
| 12160       | Medical Record Clerk                       | 16.24       | ***         |
| 12190       | Medical Record Technician                  | 18.16       |             |
| 12195       | Medical Transcriptionist                   | 18.76       |             |
| 12210       | Nuclear Medicine Technologist              | 48.72       |             |
| 12221       | Nursing Assistant I                        | 13.60       | ***         |
| 12222       | Nursing Assistant II                       | 15.31       | ***         |
| 12223       | Nursing Assistant III                      | 16.71       | ***         |
| 12224       | Nursing Assistant IV                       | 18.75       |             |
| 12235       | Optical Dispenser                          | 16.40       | ***         |
| 12236       | Optical Technician                         | 19.82       |             |
| 12250       | Pharmacy Technician                        | 18.50       |             |
| 12280       | Phlebotomist                               | 16.73       | ***         |
| 12305       | Radiologic Technologist                    | 31.37       |             |
| 12311       | Registered Nurse I                         | 26.18       |             |
| 12312       | Registered Nurse II                        | 32.02       |             |
| 12313       | Registered Nurse II, Specialist            | 32.02       |             |
| 12314       | Registered Nurse III                       | 38.75       |             |
| 12315       | Registered Nurse III, Anesthetist          | 38.75       |             |
| 12316       | Registered Nurse IV                        | 46.43       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 27.47       |             |
| 12320       | Substance Abuse Treatment Counselor        | 24.06       |             |
| 13000       | Information And Arts Occupations           |             |             |
| 13011       | Exhibits Specialist I                      | 20.49       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13012       | Exhibits Specialist II                               | 25.38       |             |
| 13013       | Exhibits Specialist III                              | 31.05       |             |
| 13041       | Illustrator I                                        | 20.49       |             |
| 13042       | Illustrator II                                       | 25.38       |             |
| 13043       | Illustrator III                                      | 31.05       |             |
| 13047       | Librarian                                            | 28.11       |             |
| 13050       | Library Aide/Clerk                                   | 12.53       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.38       |             |
| 13058       | Library Technician                                   | 14.76       | ***         |
| 13061       | Media Specialist I                                   | 18.32       |             |
| 13062       | Media Specialist II                                  | 20.49       |             |
| 13063       | Media Specialist III                                 | 22.85       |             |
| 13071       | Photographer I                                       | 18.32       |             |
| 13072       | Photographer II                                      | 20.49       |             |
| 13073       | Photographer III                                     | 25.38       |             |
| 13074       | Photographer IV                                      | 31.05       |             |
| 13075       | Photographer V                                       | 37.56       |             |
| 13090       | Technical Order Library Clerk                        | 17.01       | ***         |
| 13110       | Video Teleconference Technician                      | 21.88       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 19.83       |             |
| 14042       | Computer Operator II                                 | 22.18       |             |
| 14043       | Computer Operator III                                | 24.73       |             |
| 14044       | Computer Operator IV                                 | 27.48       |             |
| 14045       | Computer Operator V                                  | 30.43       |             |
| 14071       | Computer Programmer I                                | 23.62       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 19.83       |             |
| 14160       | Personal Computer Support Technician                 | 27.48       |             |
| 14170       | System Support Specialist                            | 30.43       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 34.98       |             |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15020       | Aircrew Training Devices Instructor (Rated)             | 42.33       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 50.73       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 34.98       |             |
| 15060       | Educational Technologist                                | 34.98       |             |
| 15070       | Flight Instructor (Pilot)                               | 50.73       |             |
| 15080       | Graphic Artist                                          | 19.64       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.73       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.73       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.73       |             |
| 15090       | Technical Instructor                                    | 19.15       |             |
| 15095       | Technical Instructor/Course Developer                   | 23.43       |             |
| 15110       | Test Proctor                                            | 17.77       |             |
| 15120       | Tutor                                                   | 17.77       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.72       | ***         |
| 16030       | Counter Attendant                                       | 11.72       | ***         |
| 16040       | Dry Cleaner                                             | 14.77       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.72       | ***         |
| 16090       | Presser, Hand                                           | 11.72       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.72       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.72       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.72       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.48       | ***         |
| 16220       | Tailor                                                  | 16.39       | ***         |
| 16250       | Washer, Machine                                         | 12.75       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 20.25       |             |
| 19040       | Tool And Die Maker                                      | 25.00       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.26       |             |
| 21030       | Material Coordinator                                    | 23.11       |             |
| 21040       | Material Expediter                                      | 23.11       |             |
| 21050       | Material Handling Laborer                               | 16.96       | ***         |
| 21071       | Order Filler                                            | 16.46       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.26       |             |
| 21110       | Shipping Packer                                         | 17.66       | ***         |
| 21130       | Shipping/Receiving Clerk                                | 17.66       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21140       | Store Worker I                                    | 14.05 ***        |
| 21150       | Stock Clerk                                       | 19.01            |
| 21210       | Tools And Parts Attendant                         | 19.26            |
| 21410       | Warehouse Specialist                              | 19.26            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 34.41            |
| 23019       | Aircraft Logs and Records Technician              | 27.40            |
| 23021       | Aircraft Mechanic I                               | 32.74            |
| 23022       | Aircraft Mechanic II                              | 34.41            |
| 23023       | Aircraft Mechanic III                             | 36.07            |
| 23040       | Aircraft Mechanic Helper                          | 23.63            |
| 23050       | Aircraft, Painter                                 | 30.98            |
| 23060       | Aircraft Servicer                                 | 27.40            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 30.98            |
| 23080       | Aircraft Worker                                   | 29.25            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 29.25            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 32.74            |
| 23110       | Appliance Mechanic                                | 21.19            |
| 23120       | Bicycle Repairer                                  | 19.26            |
| 23125       | Cable Splicer                                     | 31.41            |
| 23130       | Carpenter, Maintenance                            | 20.78            |
| 23140       | Carpet Layer                                      | 22.05            |
| 23160       | Electrician, Maintenance                          | 23.96            |
| 23181       | Electronics Technician Maintenance I              | 32.92            |
| 23182       | Electronics Technician Maintenance II             | 34.86            |
| 23183       | Electronics Technician Maintenance III            | 36.84            |
| 23260       | Fabric Worker                                     | 20.68            |
| 23290       | Fire Alarm System Mechanic                        | 24.54            |
| 23310       | Fire Extinguisher Repairer                        | 19.26            |
| 23311       | Fuel Distribution System Mechanic                 | 23.20            |
| 23312       | Fuel Distribution System Operator                 | 17.88            |
| 23370       | General Maintenance Worker                        | 18.23            |
| 23380       | Ground Support Equipment Mechanic                 | 32.74            |
| 23381       | Ground Support Equipment Servicer                 | 27.40            |
| 23382       | Ground Support Equipment Worker                   | 29.25            |
| 23391       | Gunsmith I                                        | 19.26            |
| 23392       | Gunsmith II                                       | 22.05            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23393       | Gunsmith III                                                           | 24.68            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.86            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.02            |
| 23430       | Heavy Equipment Mechanic                                               | 24.27            |
| 23440       | Heavy Equipment Operator                                               | 22.10            |
| 23460       | Instrument Mechanic                                                    | 24.68            |
| 23465       | Laboratory/Shelter Mechanic                                            | 23.36            |
| 23470       | Laborer                                                                | 16.96 ***        |
| 23510       | Locksmith                                                              | 23.36            |
| 23530       | Machinery Maintenance Mechanic                                         | 27.58            |
| 23550       | Machinist, Maintenance                                                 | 22.32            |
| 23580       | Maintenance Trades Helper                                              | 14.68 ***        |
| 23591       | Metrology Technician I                                                 | 24.68            |
| 23592       | Metrology Technician II                                                | 25.94            |
| 23593       | Metrology Technician III                                               | 27.19            |
| 23640       | Millwright                                                             | 26.48            |
| 23710       | Office Appliance Repairer                                              | 21.19            |
| 23760       | Painter, Maintenance                                                   | 19.16            |
| 23790       | Pipefitter, Maintenance                                                | 23.97            |
| 23810       | Plumber, Maintenance                                                   | 22.68            |
| 23820       | Pneudraulic Systems Mechanic                                           | 24.68            |
| 23850       | Rigger                                                                 | 24.68            |
| 23870       | Scale Mechanic                                                         | 22.05            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 22.93            |
| 23910       | Small Engine Mechanic                                                  | 20.01            |
| 23931       | Telecommunications Mechanic I                                          | 31.20            |
| 23932       | Telecommunications Mechanic II                                         | 32.79            |
| 23950       | Telephone Lineman                                                      | 34.34            |
| 23960       | Welder, Combination, Maintenance                                       | 22.56            |
| 23965       | Well Driller                                                           | 24.81            |
| 23970       | Woodcraft Worker                                                       | 24.68            |
| 23980       | Woodworker                                                             | 19.26            |
| 24000       | Personal Needs Occupations                                             |                  |
| 24550       | Case Manager                                                           | 17.46 ***        |
| 24570       | Child Care Attendant                                                   | 10.29 ***        |
| 24580       | Child Care Center Clerk                                                | 12.97 ***        |
| 24610       | Chore Aide                                                             | 10.99 ***        |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 24620       | Family Readiness And Support Services Coordinator | 17.46       | ***         |
| 24630       | Homemaker                                         | 17.46       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 23.34       |             |
| 25040       | Sewage Plant Operator                             | 18.03       |             |
| 25070       | Stationary Engineer                               | 23.34       |             |
| 25190       | Ventilation Equipment Tender                      | 16.86       | ***         |
| 25210       | Water Treatment Plant Operator                    | 18.03       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 18.14       |             |
| 27007       | Baggage Inspector                                 | 14.57       | ***         |
| 27008       | Corrections Officer                               | 22.09       |             |
| 27010       | Court Security Officer                            | 22.76       |             |
| 27030       | Detection Dog Handler                             | 16.30       | ***         |
| 27040       | Detention Officer                                 | 22.09       |             |
| 27070       | Firefighter                                       | 22.42       |             |
| 27101       | Guard I                                           | 14.57       | ***         |
| 27102       | Guard II                                          | 16.30       | ***         |
| 27131       | Police Officer I                                  | 23.81       |             |
| 27132       | Police Officer II                                 | 26.45       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 14.10       | ***         |
| 28042       | Carnival Equipment Repairer                       | 15.24       | ***         |
| 28043       | Carnival Worker                                   | 10.67       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 17.25       | ***         |
| 28310       | Lifeguard                                         | 11.34       | ***         |
| 28350       | Park Attendant (Aide)                             | 19.30       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 14.09       | ***         |
| 28515       | Recreation Specialist                             | 23.91       |             |
| 28630       | Sports Official                                   | 15.37       | ***         |
| 28690       | Swimming Pool Operator                            | 17.45       | ***         |
| 29000       | Stevedoring/Longshoremen Occupational Services    |             |             |
| 29010       | Blocker And Bracer                                | 28.19       |             |
| 29020       | Hatch Tender                                      | 28.19       |             |
| 29030       | Line Handler                                      | 28.19       |             |
| 29041       | Stevedore I                                       | 26.49       |             |
| 29042       | Stevedore II                                      | 29.84       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 49.12 see 2      |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.87 see 2      |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.30 see 2      |
| 30021       | Archeological Technician I                     | 20.88            |
| 30022       | Archeological Technician II                    | 23.35            |
| 30023       | Archeological Technician III                   | 28.93            |
| 30030       | Cartographic Technician                        | 28.93            |
| 30040       | Civil Engineering Technician                   | 24.33            |
| 30051       | Cryogenic Technician I                         | 32.04            |
| 30052       | Cryogenic Technician II                        | 35.39            |
| 30061       | Drafter/CAD Operator I                         | 20.88            |
| 30062       | Drafter/CAD Operator II                        | 23.35            |
| 30063       | Drafter/CAD Operator III                       | 26.04            |
| 30064       | Drafter/CAD Operator IV                        | 32.04            |
| 30081       | Engineering Technician I                       | 19.68            |
| 30082       | Engineering Technician II                      | 22.09            |
| 30083       | Engineering Technician III                     | 24.70            |
| 30084       | Engineering Technician IV                      | 30.61            |
| 30085       | Engineering Technician V                       | 37.44            |
| 30086       | Engineering Technician VI                      | 45.30            |
| 30090       | Environmental Technician                       | 23.68            |
| 30095       | Evidence Control Specialist                    | 28.93            |
| 30210       | Laboratory Technician                          | 29.34            |
| 30221       | Latent Fingerprint Technician I                | 30.77            |
| 30222       | Latent Fingerprint Technician II               | 33.98            |
| 30240       | Mathematical Technician                        | 28.93            |
| 30361       | Paralegal/Legal Assistant I                    | 23.33            |
| 30362       | Paralegal/Legal Assistant II                   | 28.91            |
| 30363       | Paralegal/Legal Assistant III                  | 35.36            |
| 30364       | Paralegal/Legal Assistant IV                   | 42.78            |
| 30375       | Petroleum Supply Specialist                    | 35.39            |
| 30390       | Photo-Optics Technician                        | 28.93            |
| 30395       | Radiation Control Technician                   | 35.39            |
| 30461       | Technical Writer I                             | 27.83            |
| 30462       | Technical Writer II                            | 34.05            |
| 30463       | Technical Writer III                           | 41.17            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 31.21       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.77       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 45.27       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 31.21       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 31.21       |             |
| 30501       | Weather Forecaster I                                     | 32.04       |             |
| 30502       | Weather Forecaster II                                    | 38.97       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 26.04       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.93       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 37.77       |             |
| 31020       | Bus Aide                                                 | 13.60       | ***         |
| 31030       | Bus Driver                                               | 18.80       |             |
| 31043       | Driver Courier                                           | 14.12       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.25       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.10       | ***         |
| 31310       | Taxi Driver                                              | 12.71       | ***         |
| 31361       | Truckdriver, Light                                       | 15.42       | ***         |
| 31362       | Truckdriver, Medium                                      | 16.59       | ***         |
| 31363       | Truckdriver, Heavy                                       | 22.91       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 22.91       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 18.41       |             |
| 99030       | Cashier                                                  | 11.46       | ***         |
| 99050       | Desk Clerk                                               | 12.60       | ***         |
| 99095       | Embalmer                                                 | 27.28       |             |
| 99130       | Flight Follower                                          | 31.21       |             |
| 99251       | Laboratory Animal Caretaker I                            | 14.05       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 15.19       | ***         |
| 99260       | Marketing Analyst                                        | 31.75       |             |
| 99310       | Mortician                                                | 27.28       |             |
| 99410       | Pest Controller                                          | 18.40       |             |
| 99510       | Photofinishing Worker                                    | 16.40       | ***         |
| 99710       | Recycling Laborer                                        | 20.05       |             |
| 99711       | Recycling Specialist                                     | 24.38       |             |
| 99730       | Refuse Collector                                         | 17.71       | ***         |
| 99810       | Sales Clerk                                              | 14.14       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99820       | School Crossing Guard           | 15.63       | ***         |
| 99830       | Survey Party Chief              | 21.46       |             |
| 99831       | Surveying Aide                  | 14.95       | ***         |
| 99832       | Surveying Technician            | 20.50       |             |
| 99840       | Vending Machine Attendant       | 20.65       |             |
| 99841       | Vending Machine Repairer        | 25.56       |             |
| 99842       | Vending Machine Repairer Helper | 20.65       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.



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)).

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## **Wage Determination No. : 2015-5809**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

# EMPLOYMENT STANDARDS ADMINISTRATION

## WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Brown, Coke, Coleman, Concho, Kimble, McCulloch, Menard, Runnels, Schleicher, Sterling, Sutton

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

### Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 18.47     |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01012       | Accounting Clerk II                  | 20.73       |             |
| 01013       | Accounting Clerk III                 | 23.18       |             |
| 01020       | Administrative Assistant             | 24.29       |             |
| 01035       | Court Reporter                       | 19.72       |             |
| 01041       | Customer Service Representative I    | 16.72       | ***         |
| 01042       | Customer Service Representative II   | 18.24       |             |
| 01043       | Customer Service Representative III  | 20.47       |             |
| 01051       | Data Entry Operator I                | 17.01       | ***         |
| 01052       | Data Entry Operator II               | 18.56       |             |
| 01060       | Dispatcher, Motor Vehicle            | 20.66       |             |
| 01070       | Document Preparation Clerk           | 15.34       | ***         |
| 01090       | Duplicating Machine Operator         | 15.34       | ***         |
| 01111       | General Clerk I                      | 16.18       | ***         |
| 01112       | General Clerk II                     | 17.65       | ***         |
| 01113       | General Clerk III                    | 19.81       |             |
| 01120       | Housing Referral Assistant           | 21.47       |             |
| 01141       | Messenger Courier                    | 15.20       | ***         |
| 01191       | Order Clerk I                        | 16.86       | ***         |
| 01192       | Order Clerk II                       | 18.40       |             |
| 01261       | Personnel Assistant (Employment) I   | 17.20       | ***         |
| 01262       | Personnel Assistant (Employment) II  | 19.24       |             |
| 01263       | Personnel Assistant (Employment) III | 21.45       |             |
| 01270       | Production Control Clerk             | 23.48       |             |
| 01290       | Rental Clerk                         | 16.38       | ***         |
| 01300       | Scheduler, Maintenance               | 17.21       | ***         |
| 01311       | Secretary I                          | 17.21       | ***         |
| 01312       | Secretary II                         | 19.25       |             |
| 01313       | Secretary III                        | 21.47       |             |
| 01320       | Service Order Dispatcher             | 18.47       |             |
| 01410       | Supply Technician                    | 24.29       |             |
| 01420       | Survey Worker                        | 16.73       | ***         |
| 01460       | Switchboard Operator/Receptionist    | 14.00       | ***         |
| 01531       | Travel Clerk I                       | 15.34       | ***         |
| 01532       | Travel Clerk II                      | 17.21       | ***         |
| 01533       | Travel Clerk III                     | 19.15       |             |
| 01611       | Word Processor I                     | 15.34       | ***         |
| 01612       | Word Processor II                    | 17.21       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01613       | Word Processor III                           | 19.25       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 22.05       |             |
| 05010       | Automotive Electrician                       | 21.17       |             |
| 05040       | Automotive Glass Installer                   | 19.79       |             |
| 05070       | Automotive Worker                            | 19.79       |             |
| 05110       | Mobile Equipment Servicer                    | 17.07       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 22.45       |             |
| 05160       | Motor Equipment Metal Worker                 | 19.79       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.45       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 15.71       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 18.41       |             |
| 05280       | Motor Vehicle Wrecker                        | 19.79       |             |
| 05310       | Painter, Automotive                          | 21.17       |             |
| 05340       | Radiator Repair Specialist                   | 19.79       |             |
| 05370       | Tire Repairer                                | 15.55       | ***         |
| 05400       | Transmission Repair Specialist               | 22.45       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 13.76       | ***         |
| 07041       | Cook I                                       | 14.08       | ***         |
| 07042       | Cook II                                      | 16.33       | ***         |
| 07070       | Dishwasher                                   | 11.38       | ***         |
| 07130       | Food Service Worker                          | 12.49       | ***         |
| 07210       | Meat Cutter                                  | 15.18       | ***         |
| 07260       | Waiter/Waitress                              | 10.96       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 23.94       |             |
| 09040       | Furniture Handler                            | 13.32       | ***         |
| 09080       | Furniture Refinisher                         | 21.75       |             |
| 09090       | Furniture Refinisher Helper                  | 16.14       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.91       |             |
| 09130       | Upholsterer                                  | 21.58       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.22       | ***         |
| 11060       | Elevator Operator                            | 13.60       | ***         |
| 11090       | Gardener                                     | 20.47       |             |
| 11122       | Housekeeping Aide                            | 13.60       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11150       | Janitor                                    | 13.60       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 15.54       | ***         |
| 11240       | Maid or Houseman                           | 12.33       | ***         |
| 11260       | Pruner                                     | 13.94       | ***         |
| 11270       | Tractor Operator                           | 18.84       |             |
| 11330       | Trail Maintenance Worker                   | 15.54       | ***         |
| 11360       | Window Cleaner                             | 15.17       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 16.68       | ***         |
| 12011       | Breath Alcohol Technician                  | 23.53       |             |
| 12012       | Certified Occupational Therapist Assistant | 36.84       |             |
| 12015       | Certified Physical Therapist Assistant     | 36.51       |             |
| 12020       | Dental Assistant                           | 17.88       |             |
| 12025       | Dental Hygienist                           | 44.72       |             |
| 12030       | EKG Technician                             | 30.71       |             |
| 12035       | Electroneurodiagnostic Technologist        | 30.71       |             |
| 12040       | Emergency Medical Technician               | 16.68       | ***         |
| 12071       | Licensed Practical Nurse I                 | 21.04       |             |
| 12072       | Licensed Practical Nurse II                | 23.53       |             |
| 12073       | Licensed Practical Nurse III               | 26.24       |             |
| 12100       | Medical Assistant                          | 17.44       | ***         |
| 12130       | Medical Laboratory Technician              | 23.60       |             |
| 12160       | Medical Record Clerk                       | 16.21       | ***         |
| 12190       | Medical Record Technician                  | 18.13       |             |
| 12195       | Medical Transcriptionist                   | 19.09       |             |
| 12210       | Nuclear Medicine Technologist              | 51.72       |             |
| 12221       | Nursing Assistant I                        | 14.82       | ***         |
| 12222       | Nursing Assistant II                       | 16.68       | ***         |
| 12223       | Nursing Assistant III                      | 18.20       |             |
| 12224       | Nursing Assistant IV                       | 20.42       |             |
| 12235       | Optical Dispenser                          | 16.92       | ***         |
| 12236       | Optical Technician                         | 21.04       |             |
| 12250       | Pharmacy Technician                        | 18.33       |             |
| 12280       | Phlebotomist                               | 17.49       | ***         |
| 12305       | Radiologic Technologist                    | 32.34       |             |
| 12311       | Registered Nurse I                         | 30.88       |             |
| 12312       | Registered Nurse II                        | 37.77       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12313       | Registered Nurse II, Specialist                      | 37.77       |             |
| 12314       | Registered Nurse III                                 | 45.69       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 45.69       |             |
| 12316       | Registered Nurse IV                                  | 54.77       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 29.16       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 23.80       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 17.85       |             |
| 13012       | Exhibits Specialist II                               | 22.11       |             |
| 13013       | Exhibits Specialist III                              | 27.05       |             |
| 13041       | Illustrator I                                        | 17.87       |             |
| 13042       | Illustrator II                                       | 22.15       |             |
| 13043       | Illustrator III                                      | 27.08       |             |
| 13047       | Librarian                                            | 24.48       |             |
| 13050       | Library Aide/Clerk                                   | 14.49       | ***         |
| 13054       | Library Information Technology Systems Administrator | 22.11       |             |
| 13058       | Library Technician                                   | 14.76       | ***         |
| 13061       | Media Specialist I                                   | 15.96       | ***         |
| 13062       | Media Specialist II                                  | 17.85       |             |
| 13063       | Media Specialist III                                 | 19.90       |             |
| 13071       | Photographer I                                       | 15.55       | ***         |
| 13072       | Photographer II                                      | 17.38       | ***         |
| 13073       | Photographer III                                     | 21.54       |             |
| 13074       | Photographer IV                                      | 26.34       |             |
| 13075       | Photographer V                                       | 31.88       |             |
| 13090       | Technical Order Library Clerk                        | 18.19       |             |
| 13110       | Video Teleconference Technician                      | 15.96       | ***         |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 16.92       | ***         |
| 14042       | Computer Operator II                                 | 18.92       |             |
| 14043       | Computer Operator III                                | 21.72       |             |
| 14044       | Computer Operator IV                                 | 24.14       |             |
| 14045       | Computer Operator V                                  | 26.33       |             |
| 14071       | Computer Programmer I                                | 22.85       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 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                           | 16.92       | ***         |
| 14160       | Personal Computer Support Technician                    | 24.14       |             |
| 14170       | System Support Specialist                               | 24.42       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.86       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.82       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 50.12       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.86       |             |
| 15060       | Educational Technologist                                | 33.80       |             |
| 15070       | Flight Instructor (Pilot)                               | 50.12       |             |
| 15080       | Graphic Artist                                          | 21.39       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.12       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.12       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.12       |             |
| 15090       | Technical Instructor                                    | 20.57       |             |
| 15095       | Technical Instructor/Course Developer                   | 25.16       |             |
| 15110       | Test Proctor                                            | 19.55       |             |
| 15120       | Tutor                                                   | 19.55       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.92       | ***         |
| 16030       | Counter Attendant                                       | 10.92       | ***         |
| 16040       | Dry Cleaner                                             | 13.25       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 10.92       | ***         |
| 16090       | Presser, Hand                                           | 10.92       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 10.92       | ***         |
| 16130       | Presser, Machine, Shirts                                | 10.92       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 10.92       | ***         |
| 16190       | Sewing Machine Operator                                 | 13.99       | ***         |
| 16220       | Tailor                                                  | 14.68       | ***         |
| 16250       | Washer, Machine                                         | 11.82       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 23.53       |             |
| 19040       | Tool And Die Maker                                      | 29.04       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21020       | Forklift Operator                                 | 18.12       |             |
| 21030       | Material Coordinator                              | 23.48       |             |
| 21040       | Material Expediter                                | 23.48       |             |
| 21050       | Material Handling Laborer                         | 15.75       | ***         |
| 21071       | Order Filler                                      | 16.63       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 18.12       |             |
| 21110       | Shipping Packer                                   | 17.63       | ***         |
| 21130       | Shipping/Receiving Clerk                          | 17.63       | ***         |
| 21140       | Store Worker I                                    | 13.10       | ***         |
| 21150       | Stock Clerk                                       | 18.05       |             |
| 21210       | Tools And Parts Attendant                         | 18.12       |             |
| 21410       | Warehouse Specialist                              | 18.12       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 30.40       |             |
| 23019       | Aircraft Logs and Records Technician              | 23.31       |             |
| 23021       | Aircraft Mechanic I                               | 28.69       |             |
| 23022       | Aircraft Mechanic II                              | 30.40       |             |
| 23023       | Aircraft Mechanic III                             | 32.10       |             |
| 23040       | Aircraft Mechanic Helper                          | 20.22       |             |
| 23050       | Aircraft, Painter                                 | 26.79       |             |
| 23060       | Aircraft Servicer                                 | 23.31       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 26.79       |             |
| 23080       | Aircraft Worker                                   | 25.05       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 25.05       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 28.69       |             |
| 23110       | Appliance Mechanic                                | 23.53       |             |
| 23120       | Bicycle Repairer                                  | 18.96       |             |
| 23125       | Cable Splicer                                     | 31.39       |             |
| 23130       | Carpenter, Maintenance                            | 18.82       |             |
| 23140       | Carpet Layer                                      | 22.00       |             |
| 23160       | Electrician, Maintenance                          | 24.70       |             |
| 23181       | Electronics Technician Maintenance I              | 27.57       |             |
| 23182       | Electronics Technician Maintenance II             | 29.49       |             |
| 23183       | Electronics Technician Maintenance III            | 31.30       |             |
| 23260       | Fabric Worker                                     | 20.46       |             |
| 23290       | Fire Alarm System Mechanic                        | 22.69       |             |
| 23310       | Fire Extinguisher Repairer                        | 18.96       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23311       | Fuel Distribution System Mechanic                                      | 25.63       |             |
| 23312       | Fuel Distribution System Operator                                      | 19.48       |             |
| 23370       | General Maintenance Worker                                             | 17.38       | ***         |
| 23380       | Ground Support Equipment Mechanic                                      | 28.69       |             |
| 23381       | Ground Support Equipment Servicer                                      | 23.31       |             |
| 23382       | Ground Support Equipment Worker                                        | 25.05       |             |
| 23391       | Gunsmith I                                                             | 18.96       |             |
| 23392       | Gunsmith II                                                            | 22.00       |             |
| 23393       | Gunsmith III                                                           | 24.95       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.10       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.33       |             |
| 23430       | Heavy Equipment Mechanic                                               | 24.15       |             |
| 23440       | Heavy Equipment Operator                                               | 22.11       |             |
| 23460       | Instrument Mechanic                                                    | 24.95       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 23.53       |             |
| 23470       | Laborer                                                                | 15.75       | ***         |
| 23510       | Locksmith                                                              | 23.53       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 27.53       |             |
| 23550       | Machinist, Maintenance                                                 | 22.34       |             |
| 23580       | Maintenance Trades Helper                                              | 15.17       | ***         |
| 23591       | Metrology Technician I                                                 | 24.95       |             |
| 23592       | Metrology Technician II                                                | 26.29       |             |
| 23593       | Metrology Technician III                                               | 27.66       |             |
| 23640       | Millwright                                                             | 24.95       |             |
| 23710       | Office Appliance Repairer                                              | 23.53       |             |
| 23760       | Painter, Maintenance                                                   | 18.96       |             |
| 23790       | Pipefitter, Maintenance                                                | 25.11       |             |
| 23810       | Plumber, Maintenance                                                   | 23.68       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 24.95       |             |
| 23850       | Rigger                                                                 | 24.95       |             |
| 23870       | Scale Mechanic                                                         | 22.00       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 23.50       |             |
| 23910       | Small Engine Mechanic                                                  | 20.84       |             |
| 23931       | Telecommunications Mechanic I                                          | 28.92       |             |
| 23932       | Telecommunications Mechanic II                                         | 30.48       |             |
| 23950       | Telephone Lineman                                                      | 27.59       |             |
| 23960       | Welder, Combination, Maintenance                                       | 22.65       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23965       | Well Driller                                      | 24.95       |             |
| 23970       | Woodcraft Worker                                  | 24.95       |             |
| 23980       | Woodworker                                        | 18.96       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 17.07       | ***         |
| 24570       | Child Care Attendant                              | 10.79       | ***         |
| 24580       | Child Care Center Clerk                           | 13.46       | ***         |
| 24610       | Chore Aide                                        | 11.02       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 17.07       | ***         |
| 24630       | Homemaker                                         | 17.07       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 24.66       |             |
| 25040       | Sewage Plant Operator                             | 21.02       |             |
| 25070       | Stationary Engineer                               | 24.66       |             |
| 25190       | Ventilation Equipment Tender                      | 17.26       | ***         |
| 25210       | Water Treatment Plant Operator                    | 21.02       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 18.52       |             |
| 27007       | Baggage Inspector                                 | 15.36       | ***         |
| 27008       | Corrections Officer                               | 22.44       |             |
| 27010       | Court Security Officer                            | 22.52       |             |
| 27030       | Detection Dog Handler                             | 17.18       | ***         |
| 27040       | Detention Officer                                 | 22.44       |             |
| 27070       | Firefighter                                       | 22.09       |             |
| 27101       | Guard I                                           | 15.36       | ***         |
| 27102       | Guard II                                          | 17.18       | ***         |
| 27131       | Police Officer I                                  | 25.95       |             |
| 27132       | Police Officer II                                 | 28.84       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 14.63       | ***         |
| 28042       | Carnival Equipment Repairer                       | 15.89       | ***         |
| 28043       | Carnival Worker                                   | 10.82       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 16.25       | ***         |
| 28310       | Lifeguard                                         | 11.34       | ***         |
| 28350       | Park Attendant (Aide)                             | 18.17       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 13.27       | ***         |
| 28515       | Recreation Specialist                             | 22.52       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28630       | Sports Official                                | 14.48 ***        |
| 28690       | Swimming Pool Operator                         | 18.44            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 26.24            |
| 29020       | Hatch Tender                                   | 26.24            |
| 29030       | Line Handler                                   | 26.24            |
| 29041       | Stevedore I                                    | 24.41            |
| 29042       | Stevedore II                                   | 28.07            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 52.13 see 2      |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 35.95 see 2      |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 39.60 see 2      |
| 30021       | Archeological Technician I                     | 20.76            |
| 30022       | Archeological Technician II                    | 23.22            |
| 30023       | Archeological Technician III                   | 28.76            |
| 30030       | Cartographic Technician                        | 28.76            |
| 30040       | Civil Engineering Technician                   | 24.66            |
| 30051       | Cryogenic Technician I                         | 31.86            |
| 30052       | Cryogenic Technician II                        | 35.19            |
| 30061       | Drafter/CAD Operator I                         | 20.76            |
| 30062       | Drafter/CAD Operator II                        | 23.22            |
| 30063       | Drafter/CAD Operator III                       | 25.88            |
| 30064       | Drafter/CAD Operator IV                        | 31.86            |
| 30081       | Engineering Technician I                       | 20.25            |
| 30082       | Engineering Technician II                      | 22.73            |
| 30083       | Engineering Technician III                     | 25.42            |
| 30084       | Engineering Technician IV                      | 31.50            |
| 30085       | Engineering Technician V                       | 38.53            |
| 30086       | Engineering Technician VI                      | 46.62            |
| 30090       | Environmental Technician                       | 28.76            |
| 30095       | Evidence Control Specialist                    | 28.76            |
| 30210       | Laboratory Technician                          | 26.08            |
| 30221       | Latent Fingerprint Technician I                | 31.86            |
| 30222       | Latent Fingerprint Technician II               | 35.19            |
| 30240       | Mathematical Technician                        | 28.76            |
| 30361       | Paralegal/Legal Assistant I                    | 21.43            |
| 30362       | Paralegal/Legal Assistant II                   | 26.55            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30363       | Paralegal/Legal Assistant III                            | 32.48       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 39.29       |             |
| 30375       | Petroleum Supply Specialist                              | 35.19       |             |
| 30390       | Photo-Optics Technician                                  | 28.71       |             |
| 30395       | Radiation Control Technician                             | 35.19       |             |
| 30461       | Technical Writer I                                       | 28.76       |             |
| 30462       | Technical Writer II                                      | 35.19       |             |
| 30463       | Technical Writer III                                     | 42.57       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 33.14       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 40.09       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 48.05       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 33.14       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 33.14       |             |
| 30501       | Weather Forecaster I                                     | 31.86       |             |
| 30502       | Weather Forecaster II                                    | 38.76       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.88       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.76       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 40.09       |             |
| 31020       | Bus Aide                                                 | 12.42       | ***         |
| 31030       | Bus Driver                                               | 17.62       | ***         |
| 31043       | Driver Courier                                           | 15.08       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.46       | ***         |
| 31290       | Shuttle Bus Driver                                       | 15.57       | ***         |
| 31310       | Taxi Driver                                              | 11.91       | ***         |
| 31361       | Truckdriver, Light                                       | 16.39       | ***         |
| 31362       | Truckdriver, Medium                                      | 17.69       | ***         |
| 31363       | Truckdriver, Heavy                                       | 22.82       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 22.82       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 19.55       |             |
| 99030       | Cashier                                                  | 12.23       | ***         |
| 99050       | Desk Clerk                                               | 12.60       | ***         |
| 99095       | Embalmer                                                 | 31.59       |             |
| 99130       | Flight Follower                                          | 33.14       |             |
| 99251       | Laboratory Animal Caretaker I                            | 14.24       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 15.48       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99260       | Marketing Analyst               | 32.35       |             |
| 99310       | Mortician                       | 31.59       |             |
| 99410       | Pest Controller                 | 22.57       |             |
| 99510       | Photofinishing Worker           | 17.41       | ***         |
| 99710       | Recycling Laborer               | 19.37       |             |
| 99711       | Recycling Specialist            | 23.48       |             |
| 99730       | Refuse Collector                | 17.37       | ***         |
| 99810       | Sales Clerk                     | 14.13       | ***         |
| 99820       | School Crossing Guard           | 15.51       | ***         |
| 99830       | Survey Party Chief              | 22.84       |             |
| 99831       | Surveying Aide                  | 15.89       | ***         |
| 99832       | Surveying Technician            | 21.80       |             |
| 99840       | Vending Machine Attendant       | 19.75       |             |
| 99841       | Vending Machine Repairer        | 24.90       |             |
| 99842       | Vending Machine Repairer Helper | 19.75       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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# **Wage Determination No. : 2015-5811**

## REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Anderson

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

## **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.99       |             |
| 01012       | Accounting Clerk II                             | 20.19       |             |
| 01013       | Accounting Clerk III                            | 22.58       |             |
| 01020       | Administrative Assistant                        | 27.64       |             |
| 01035       | Court Reporter                                  | 24.95       |             |
| 01041       | Customer Service Representative I               | 15.36       | ***         |
| 01042       | Customer Service Representative II              | 16.76       | ***         |
| 01043       | Customer Service Representative III             | 18.81       |             |
| 01051       | Data Entry Operator I                           | 15.48       | ***         |
| 01052       | Data Entry Operator II                          | 16.89       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 19.16       |             |
| 01070       | Document Preparation Clerk                      | 15.40       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.40       | ***         |
| 01111       | General Clerk I                                 | 15.72       | ***         |
| 01112       | General Clerk II                                | 17.15       | ***         |
| 01113       | General Clerk III                               | 19.26       |             |
| 01120       | Housing Referral Assistant                      | 21.56       |             |
| 01141       | Messenger Courier                               | 14.34       | ***         |
| 01191       | Order Clerk I                                   | 17.69       | ***         |
| 01192       | Order Clerk II                                  | 19.30       |             |
| 01261       | Personnel Assistant (Employment) I              | 18.20       |             |
| 01262       | Personnel Assistant (Employment) II             | 20.35       |             |
| 01263       | Personnel Assistant (Employment) III            | 22.69       |             |
| 01270       | Production Control Clerk                        | 23.11       |             |
| 01290       | Rental Clerk                                    | 15.16       | ***         |
| 01300       | Scheduler, Maintenance                          | 17.28       | ***         |
| 01311       | Secretary I                                     | 17.28       | ***         |
| 01312       | Secretary II                                    | 19.33       |             |
| 01313       | Secretary III                                   | 21.56       |             |
| 01320       | Service Order Dispatcher                        | 17.13       | ***         |
| 01410       | Supply Technician                               | 27.64       |             |
| 01420       | Survey Worker                                   | 15.42       | ***         |
| 01460       | Switchboard Operator/Receptionist               | 14.04       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01531       | Travel Clerk I                               | 15.40       | ***         |
| 01532       | Travel Clerk II                              | 16.82       | ***         |
| 01533       | Travel Clerk III                             | 18.43       |             |
| 01611       | Word Processor I                             | 15.40       | ***         |
| 01612       | Word Processor II                            | 17.28       | ***         |
| 01613       | Word Processor III                           | 19.33       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 21.96       |             |
| 05010       | Automotive Electrician                       | 21.41       |             |
| 05040       | Automotive Glass Installer                   | 20.22       |             |
| 05070       | Automotive Worker                            | 20.22       |             |
| 05110       | Mobile Equipment Servicer                    | 17.68       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 22.59       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.22       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.59       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.14       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 18.99       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.22       |             |
| 05310       | Painter, Automotive                          | 21.41       |             |
| 05340       | Radiator Repair Specialist                   | 20.22       |             |
| 05370       | Tire Repairer                                | 16.18       | ***         |
| 05400       | Transmission Repair Specialist               | 22.59       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.10       | ***         |
| 07041       | Cook I                                       | 12.83       | ***         |
| 07042       | Cook II                                      | 14.70       | ***         |
| 07070       | Dishwasher                                   | 10.96       | ***         |
| 07130       | Food Service Worker                          | 12.15       | ***         |
| 07210       | Meat Cutter                                  | 13.61       | ***         |
| 07260       | Waiter/Waitress                              | 10.18       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 18.52       |             |
| 09040       | Furniture Handler                            | 11.84       | ***         |
| 09080       | Furniture Refinisher                         | 18.52       |             |
| 09090       | Furniture Refinisher Helper                  | 14.13       | ***         |
| 09110       | Furniture Repairer, Minor                    | 16.40       | ***         |
| 09130       | Upholsterer                                  | 18.52       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11000       | General Services And Support Occupations   |             |             |
| 11030       | Cleaner, Vehicles                          | 14.86       | ***         |
| 11060       | Elevator Operator                          | 13.86       | ***         |
| 11090       | Gardener                                   | 19.23       |             |
| 11122       | Housekeeping Aide                          | 13.86       | ***         |
| 11150       | Janitor                                    | 13.86       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 14.91       | ***         |
| 11240       | Maid or Houseman                           | 11.72       | ***         |
| 11260       | Pruner                                     | 13.47       | ***         |
| 11270       | Tractor Operator                           | 17.79       |             |
| 11330       | Trail Maintenance Worker                   | 14.91       | ***         |
| 11360       | Window Cleaner                             | 15.35       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 16.42       | ***         |
| 12011       | Breath Alcohol Technician                  | 22.17       |             |
| 12012       | Certified Occupational Therapist Assistant | 36.65       |             |
| 12015       | Certified Physical Therapist Assistant     | 35.85       |             |
| 12020       | Dental Assistant                           | 18.09       |             |
| 12025       | Dental Hygienist                           | 38.05       |             |
| 12030       | EKG Technician                             | 26.30       |             |
| 12035       | Electroneurodiagnostic Technologist        | 26.30       |             |
| 12040       | Emergency Medical Technician               | 16.42       | ***         |
| 12071       | Licensed Practical Nurse I                 | 19.82       |             |
| 12072       | Licensed Practical Nurse II                | 22.17       |             |
| 12073       | Licensed Practical Nurse III               | 24.72       |             |
| 12100       | Medical Assistant                          | 17.21       | ***         |
| 12130       | Medical Laboratory Technician              | 28.41       |             |
| 12160       | Medical Record Clerk                       | 16.24       | ***         |
| 12190       | Medical Record Technician                  | 18.16       |             |
| 12195       | Medical Transcriptionist                   | 18.76       |             |
| 12210       | Nuclear Medicine Technologist              | 48.72       |             |
| 12221       | Nursing Assistant I                        | 13.60       | ***         |
| 12222       | Nursing Assistant II                       | 15.31       | ***         |
| 12223       | Nursing Assistant III                      | 16.71       | ***         |
| 12224       | Nursing Assistant IV                       | 18.75       |             |
| 12235       | Optical Dispenser                          | 16.40       | ***         |
| 12236       | Optical Technician                         | 19.82       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12250       | Pharmacy Technician                                  | 18.50       |             |
| 12280       | Phlebotomist                                         | 16.73       | ***         |
| 12305       | Radiologic Technologist                              | 31.37       |             |
| 12311       | Registered Nurse I                                   | 26.18       |             |
| 12312       | Registered Nurse II                                  | 32.02       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.02       |             |
| 12314       | Registered Nurse III                                 | 38.75       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 38.75       |             |
| 12316       | Registered Nurse IV                                  | 46.43       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 27.47       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.06       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.49       |             |
| 13012       | Exhibits Specialist II                               | 25.38       |             |
| 13013       | Exhibits Specialist III                              | 31.05       |             |
| 13041       | Illustrator I                                        | 20.49       |             |
| 13042       | Illustrator II                                       | 25.38       |             |
| 13043       | Illustrator III                                      | 31.05       |             |
| 13047       | Librarian                                            | 28.11       |             |
| 13050       | Library Aide/Clerk                                   | 13.17       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.38       |             |
| 13058       | Library Technician                                   | 15.66       | ***         |
| 13061       | Media Specialist I                                   | 18.32       |             |
| 13062       | Media Specialist II                                  | 20.49       |             |
| 13063       | Media Specialist III                                 | 22.85       |             |
| 13071       | Photographer I                                       | 18.32       |             |
| 13072       | Photographer II                                      | 20.49       |             |
| 13073       | Photographer III                                     | 25.38       |             |
| 13074       | Photographer IV                                      | 31.05       |             |
| 13075       | Photographer V                                       | 37.56       |             |
| 13090       | Technical Order Library Clerk                        | 17.01       | ***         |
| 13110       | Video Teleconference Technician                      | 21.88       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 19.83       |             |
| 14042       | Computer Operator II                                 | 22.18       |             |
| 14043       | Computer Operator III                                | 24.73       |             |
| 14044       | Computer Operator IV                                 | 27.48       |             |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14045       | Computer Operator V                                     | 30.43       |             |
| 14071       | Computer Programmer I                                   | 23.62       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 19.83       |             |
| 14160       | Personal Computer Support Technician                    | 27.48       |             |
| 14170       | System Support Specialist                               | 30.43       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 34.98       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 42.33       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 50.73       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 34.98       |             |
| 15060       | Educational Technologist                                | 34.98       |             |
| 15070       | Flight Instructor (Pilot)                               | 50.73       |             |
| 15080       | Graphic Artist                                          | 19.34       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.73       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.73       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.73       |             |
| 15090       | Technical Instructor                                    | 20.75       |             |
| 15095       | Technical Instructor/Course Developer                   | 25.13       |             |
| 15110       | Test Proctor                                            | 17.61       | ***         |
| 15120       | Tutor                                                   | 17.61       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.72       | ***         |
| 16030       | Counter Attendant                                       | 11.72       | ***         |
| 16040       | Dry Cleaner                                             | 14.77       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.72       | ***         |
| 16090       | Presser, Hand                                           | 11.72       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.72       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.72       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.72       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.48       | ***         |
| 16220       | Tailor                                                  | 16.39       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 16250       | Washer, Machine                                   | 12.75 ***        |
| 19000       | Machine Tool Operation And Repair Occupations     |                  |
| 19010       | Machine-Tool Operator (Tool Room)                 | 19.86            |
| 19040       | Tool And Die Maker                                | 24.02            |
| 21000       | Materials Handling And Packing Occupations        |                  |
| 21020       | Forklift Operator                                 | 19.26            |
| 21030       | Material Coordinator                              | 23.11            |
| 21040       | Material Expediter                                | 23.11            |
| 21050       | Material Handling Laborer                         | 16.96 ***        |
| 21071       | Order Filler                                      | 16.46 ***        |
| 21080       | Production Line Worker (Food Processing)          | 19.26            |
| 21110       | Shipping Packer                                   | 17.66 ***        |
| 21130       | Shipping/Receiving Clerk                          | 17.66 ***        |
| 21140       | Store Worker I                                    | 14.05 ***        |
| 21150       | Stock Clerk                                       | 19.01            |
| 21210       | Tools And Parts Attendant                         | 19.26            |
| 21410       | Warehouse Specialist                              | 19.26            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 33.64            |
| 23019       | Aircraft Logs and Records Technician              | 26.88            |
| 23021       | Aircraft Mechanic I                               | 31.99            |
| 23022       | Aircraft Mechanic II                              | 33.64            |
| 23023       | Aircraft Mechanic III                             | 35.26            |
| 23040       | Aircraft Mechanic Helper                          | 23.16            |
| 23050       | Aircraft, Painter                                 | 30.33            |
| 23060       | Aircraft Servicer                                 | 26.88            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 30.33            |
| 23080       | Aircraft Worker                                   | 28.63            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 28.63            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 31.99            |
| 23110       | Appliance Mechanic                                | 20.45            |
| 23120       | Bicycle Repairer                                  | 19.26            |
| 23125       | Cable Splicer                                     | 31.41            |
| 23130       | Carpenter, Maintenance                            | 20.78            |
| 23140       | Carpet Layer                                      | 22.05            |
| 23160       | Electrician, Maintenance                          | 23.96            |
| 23181       | Electronics Technician Maintenance I              | 32.92            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23182       | Electronics Technician Maintenance II                                  | 34.86            |
| 23183       | Electronics Technician Maintenance III                                 | 36.84            |
| 23260       | Fabric Worker                                                          | 20.68            |
| 23290       | Fire Alarm System Mechanic                                             | 24.54            |
| 23310       | Fire Extinguisher Repairer                                             | 19.26            |
| 23311       | Fuel Distribution System Mechanic                                      | 23.20            |
| 23312       | Fuel Distribution System Operator                                      | 17.88            |
| 23370       | General Maintenance Worker                                             | 18.23            |
| 23380       | Ground Support Equipment Mechanic                                      | 31.99            |
| 23381       | Ground Support Equipment Servicer                                      | 26.88            |
| 23382       | Ground Support Equipment Worker                                        | 28.63            |
| 23391       | Gunsmith I                                                             | 19.26            |
| 23392       | Gunsmith II                                                            | 22.05            |
| 23393       | Gunsmith III                                                           | 24.68            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.86            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.02            |
| 23430       | Heavy Equipment Mechanic                                               | 24.27            |
| 23440       | Heavy Equipment Operator                                               | 22.10            |
| 23460       | Instrument Mechanic                                                    | 24.68            |
| 23465       | Laboratory/Shelter Mechanic                                            | 23.36            |
| 23470       | Laborer                                                                | 16.96 ***        |
| 23510       | Locksmith                                                              | 23.36            |
| 23530       | Machinery Maintenance Mechanic                                         | 27.58            |
| 23550       | Machinist, Maintenance                                                 | 22.32            |
| 23580       | Maintenance Trades Helper                                              | 14.68 ***        |
| 23591       | Metrology Technician I                                                 | 24.68            |
| 23592       | Metrology Technician II                                                | 25.94            |
| 23593       | Metrology Technician III                                               | 27.19            |
| 23640       | Millwright                                                             | 26.48            |
| 23710       | Office Appliance Repairer                                              | 21.19            |
| 23760       | Painter, Maintenance                                                   | 19.16            |
| 23790       | Pipefitter, Maintenance                                                | 23.97            |
| 23810       | Plumber, Maintenance                                                   | 22.68            |
| 23820       | Pneudraulic Systems Mechanic                                           | 24.68            |
| 23850       | Rigger                                                                 | 24.68            |
| 23870       | Scale Mechanic                                                         | 22.05            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 22.93            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23910       | Small Engine Mechanic                             | 20.01       |             |
| 23931       | Telecommunications Mechanic I                     | 31.20       |             |
| 23932       | Telecommunications Mechanic II                    | 33.18       |             |
| 23950       | Telephone Lineman                                 | 34.50       |             |
| 23960       | Welder, Combination, Maintenance                  | 22.56       |             |
| 23965       | Well Driller                                      | 24.68       |             |
| 23970       | Woodcraft Worker                                  | 24.68       |             |
| 23980       | Woodworker                                        | 19.26       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 17.46       | ***         |
| 24570       | Child Care Attendant                              | 10.29       | ***         |
| 24580       | Child Care Center Clerk                           | 12.84       | ***         |
| 24610       | Chore Aide                                        | 10.99       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 17.46       | ***         |
| 24630       | Homemaker                                         | 17.46       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 23.34       |             |
| 25040       | Sewage Plant Operator                             | 18.03       |             |
| 25070       | Stationary Engineer                               | 23.34       |             |
| 25190       | Ventilation Equipment Tender                      | 16.86       | ***         |
| 25210       | Water Treatment Plant Operator                    | 18.03       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 18.14       |             |
| 27007       | Baggage Inspector                                 | 14.57       | ***         |
| 27008       | Corrections Officer                               | 22.09       |             |
| 27010       | Court Security Officer                            | 22.76       |             |
| 27030       | Detection Dog Handler                             | 16.30       | ***         |
| 27040       | Detention Officer                                 | 22.09       |             |
| 27070       | Firefighter                                       | 20.71       |             |
| 27101       | Guard I                                           | 14.57       | ***         |
| 27102       | Guard II                                          | 16.30       | ***         |
| 27131       | Police Officer I                                  | 23.81       |             |
| 27132       | Police Officer II                                 | 26.45       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 14.10       | ***         |
| 28042       | Carnival Equipment Repairer                       | 15.24       | ***         |
| 28043       | Carnival Worker                                   | 10.67       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 28210       | Gate Attendant/Gate Tender                     | 17.25       | ***         |
| 28310       | Lifeguard                                      | 11.34       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.30       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.09       | ***         |
| 28515       | Recreation Specialist                          | 23.91       |             |
| 28630       | Sports Official                                | 15.37       | ***         |
| 28690       | Swimming Pool Operator                         | 17.45       | ***         |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 26.90       |             |
| 29020       | Hatch Tender                                   | 26.90       |             |
| 29030       | Line Handler                                   | 26.90       |             |
| 29041       | Stevedore I                                    | 25.12       |             |
| 29042       | Stevedore II                                   | 28.47       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 49.12       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.87       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.30       | see 2       |
| 30021       | Archeological Technician I                     | 20.88       |             |
| 30022       | Archeological Technician II                    | 23.35       |             |
| 30023       | Archeological Technician III                   | 28.93       |             |
| 30030       | Cartographic Technician                        | 28.93       |             |
| 30040       | Civil Engineering Technician                   | 24.33       |             |
| 30051       | Cryogenic Technician I                         | 32.04       |             |
| 30052       | Cryogenic Technician II                        | 35.39       |             |
| 30061       | Drafter/CAD Operator I                         | 20.88       |             |
| 30062       | Drafter/CAD Operator II                        | 23.35       |             |
| 30063       | Drafter/CAD Operator III                       | 26.04       |             |
| 30064       | Drafter/CAD Operator IV                        | 32.04       |             |
| 30081       | Engineering Technician I                       | 19.68       |             |
| 30082       | Engineering Technician II                      | 22.09       |             |
| 30083       | Engineering Technician III                     | 24.70       |             |
| 30084       | Engineering Technician IV                      | 30.61       |             |
| 30085       | Engineering Technician V                       | 37.44       |             |
| 30086       | Engineering Technician VI                      | 45.30       |             |
| 30090       | Environmental Technician                       | 23.73       |             |
| 30095       | Evidence Control Specialist                    | 28.93       |             |
| 30210       | Laboratory Technician                          | 29.34       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30221       | Latent Fingerprint Technician I                          | 30.77       |             |
| 30222       | Latent Fingerprint Technician II                         | 33.98       |             |
| 30240       | Mathematical Technician                                  | 28.93       |             |
| 30361       | Paralegal/Legal Assistant I                              | 23.33       |             |
| 30362       | Paralegal/Legal Assistant II                             | 28.91       |             |
| 30363       | Paralegal/Legal Assistant III                            | 35.36       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 42.78       |             |
| 30375       | Petroleum Supply Specialist                              | 35.39       |             |
| 30390       | Photo-Optics Technician                                  | 28.93       |             |
| 30395       | Radiation Control Technician                             | 35.39       |             |
| 30461       | Technical Writer I                                       | 27.83       |             |
| 30462       | Technical Writer II                                      | 34.05       |             |
| 30463       | Technical Writer III                                     | 41.17       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 31.21       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.77       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 45.27       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 31.21       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 31.21       |             |
| 30501       | Weather Forecaster I                                     | 32.04       |             |
| 30502       | Weather Forecaster II                                    | 38.97       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 26.04       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.93       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 37.77       |             |
| 31020       | Bus Aide                                                 | 13.60       | ***         |
| 31030       | Bus Driver                                               | 18.80       |             |
| 31043       | Driver Courier                                           | 14.12       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.25       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.10       | ***         |
| 31310       | Taxi Driver                                              | 12.71       | ***         |
| 31361       | Truckdriver, Light                                       | 15.42       | ***         |
| 31362       | Truckdriver, Medium                                      | 16.59       | ***         |
| 31363       | Truckdriver, Heavy                                       | 22.91       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 22.91       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 18.41       |             |
| 99030       | Cashier                                                  | 11.46       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99050       | Desk Clerk                      | 12.10       | ***         |
| 99095       | Embalmer                        | 27.28       |             |
| 99130       | Flight Follower                 | 31.21       |             |
| 99251       | Laboratory Animal Caretaker I   | 14.05       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 15.19       | ***         |
| 99260       | Marketing Analyst               | 31.08       |             |
| 99310       | Mortician                       | 27.28       |             |
| 99410       | Pest Controller                 | 18.40       |             |
| 99510       | Photofinishing Worker           | 16.40       | ***         |
| 99710       | Recycling Laborer               | 20.05       |             |
| 99711       | Recycling Specialist            | 24.38       |             |
| 99730       | Refuse Collector                | 17.71       | ***         |
| 99810       | Sales Clerk                     | 14.14       | ***         |
| 99820       | School Crossing Guard           | 15.63       | ***         |
| 99830       | Survey Party Chief              | 24.00       |             |
| 99831       | Surveying Aide                  | 14.98       | ***         |
| 99832       | Surveying Technician            | 20.50       |             |
| 99840       | Vending Machine Attendant       | 20.65       |             |
| 99841       | Vending Machine Repairer        | 25.56       |             |
| 99842       | Vending Machine Repairer Helper | 20.65       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5813**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Washington

Area: Washington County of Columbia

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 18.29       |             |
| 01012       | Accounting Clerk II                             | 20.53       |             |
| 01013       | Accounting Clerk III                            | 22.96       |             |
| 01020       | Administrative Assistant                        | 28.35       |             |
| 01035       | Court Reporter                                  | 21.71       |             |
| 01041       | Customer Service Representative I               | 15.85       | ***         |
| 01042       | Customer Service Representative II              | 17.30       | ***         |
| 01043       | Customer Service Representative III             | 19.41       |             |
| 01051       | Data Entry Operator I                           | 15.85       | ***         |
| 01052       | Data Entry Operator II                          | 17.30       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.71       |             |
| 01070       | Document Preparation Clerk                      | 17.30       | ***         |
| 01090       | Duplicating Machine Operator                    | 17.30       | ***         |
| 01111       | General Clerk I                                 | 17.29       | ***         |
| 01112       | General Clerk II                                | 18.88       |             |
| 01113       | General Clerk III                               | 21.20       |             |
| 01120       | Housing Referral Assistant                      | 24.21       |             |
| 01141       | Messenger Courier                               | 14.10       | ***         |
| 01191       | Order Clerk I                                   | 15.85       | ***         |
| 01192       | Order Clerk II                                  | 17.30       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 19.42       |             |
| 01262       | Personnel Assistant (Employment) II             | 21.71       |             |
| 01263       | Personnel Assistant (Employment) III            | 24.21       |             |
| 01270       | Production Control Clerk                        | 23.49       |             |
| 01290       | Rental Clerk                                    | 18.08       |             |
| 01300       | Scheduler, Maintenance                          | 19.42       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 19.42       |             |
| 01312       | Secretary II                             | 21.71       |             |
| 01313       | Secretary III                            | 24.21       |             |
| 01320       | Service Order Dispatcher                 | 19.42       |             |
| 01410       | Supply Technician                        | 28.35       |             |
| 01420       | Survey Worker                            | 21.71       |             |
| 01460       | Switchboard Operator/Receptionist        | 17.96       |             |
| 01531       | Travel Clerk I                           | 16.32       | ***         |
| 01532       | Travel Clerk II                          | 18.19       |             |
| 01533       | Travel Clerk III                         | 20.35       |             |
| 01611       | Word Processor I                         | 17.30       | ***         |
| 01612       | Word Processor II                        | 19.42       |             |
| 01613       | Word Processor III                       | 21.71       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.28       |             |
| 05010       | Automotive Electrician                   | 21.40       |             |
| 05040       | Automotive Glass Installer               | 20.06       |             |
| 05070       | Automotive Worker                        | 20.06       |             |
| 05110       | Mobile Equipment Servicer                | 17.52       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 22.27       |             |
| 05160       | Motor Equipment Metal Worker             | 20.06       |             |
| 05190       | Motor Vehicle Mechanic                   | 22.27       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 16.23       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 18.82       |             |
| 05280       | Motor Vehicle Wrecker                    | 20.06       |             |
| 05310       | Painter, Automotive                      | 21.00       |             |
| 05340       | Radiator Repair Specialist               | 20.06       |             |
| 05370       | Tire Repairer                            | 17.19       | ***         |
| 05400       | Transmission Repair Specialist           | 22.27       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 17.00       | ***         |
| 07041       | Cook I                                   | 20.32       |             |
| 07042       | Cook II                                  | 23.33       |             |
| 07070       | Dishwasher                               | 16.50       | ***         |
| 07130       | Food Service Worker                      | 17.03       | ***         |
| 07210       | Meat Cutter                              | 24.05       |             |
| 07260       | Waiter/Waitress                          | 18.58       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 32.78       |             |
| 09040       | Furniture Handler                            | 21.56       |             |
| 09080       | Furniture Refinisher                         | 32.78       |             |
| 09090       | Furniture Refinisher Helper                  | 24.85       |             |
| 09110       | Furniture Repairer, Minor                    | 28.82       |             |
| 09130       | Upholsterer                                  | 32.78       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.57       | ***         |
| 11060       | Elevator Operator                            | 19.13       |             |
| 11090       | Gardener                                     | 23.35       |             |
| 11122       | Housekeeping Aide                            | 19.44       |             |
| 11150       | Janitor                                      | 19.44       |             |
| 11210       | Laborer, Grounds Maintenance                 | 18.76       |             |
| 11240       | Maid or Houseman                             | 16.41       | ***         |
| 11260       | Pruner                                       | 17.88       |             |
| 11270       | Tractor Operator                             | 21.62       |             |
| 11330       | Trail Maintenance Worker                     | 18.76       |             |
| 11360       | Window Cleaner                               | 20.53       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 30.18       |             |
| 12011       | Breath Alcohol Technician                    | 30.18       |             |
| 12012       | Certified Occupational Therapist Assistant   | 41.41       |             |
| 12015       | Certified Physical Therapist Assistant       | 41.41       |             |
| 12020       | Dental Assistant                             | 23.22       |             |
| 12025       | Dental Hygienist                             | 49.64       |             |
| 12030       | EKG Technician                               | 45.75       |             |
| 12035       | Electroneurodiagnostic Technologist          | 45.75       |             |
| 12040       | Emergency Medical Technician                 | 30.18       |             |
| 12071       | Licensed Practical Nurse I                   | 26.98       |             |
| 12072       | Licensed Practical Nurse II                  | 30.18       |             |
| 12073       | Licensed Practical Nurse III                 | 33.66       |             |
| 12100       | Medical Assistant                            | 21.11       |             |
| 12130       | Medical Laboratory Technician                | 28.81       |             |
| 12160       | Medical Record Clerk                         | 22.07       |             |
| 12190       | Medical Record Technician                    | 24.70       |             |
| 12195       | Medical Transcriptionist                     | 26.98       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 66.33       |             |
| 12221       | Nursing Assistant I                                  | 14.62       | ***         |
| 12222       | Nursing Assistant II                                 | 16.43       | ***         |
| 12223       | Nursing Assistant III                                | 17.93       |             |
| 12224       | Nursing Assistant IV                                 | 20.14       |             |
| 12235       | Optical Dispenser                                    | 27.71       |             |
| 12236       | Optical Technician                                   | 26.98       |             |
| 12250       | Pharmacy Technician                                  | 23.39       |             |
| 12280       | Phlebotomist                                         | 26.98       |             |
| 12305       | Radiologic Technologist                              | 42.10       |             |
| 12311       | Registered Nurse I                                   | 29.12       |             |
| 12312       | Registered Nurse II                                  | 35.63       |             |
| 12313       | Registered Nurse II, Specialist                      | 35.63       |             |
| 12314       | Registered Nurse III                                 | 43.10       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 43.10       |             |
| 12316       | Registered Nurse IV                                  | 51.66       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 37.40       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 26.99       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 21.52       |             |
| 13012       | Exhibits Specialist II                               | 26.66       |             |
| 13013       | Exhibits Specialist III                              | 32.61       |             |
| 13041       | Illustrator I                                        | 21.52       |             |
| 13042       | Illustrator II                                       | 26.66       |             |
| 13043       | Illustrator III                                      | 32.61       |             |
| 13047       | Librarian                                            | 29.52       |             |
| 13050       | Library Aide/Clerk                                   | 14.31       | ***         |
| 13054       | Library Information Technology Systems Administrator | 26.66       |             |
| 13058       | Library Technician                                   | 17.02       | ***         |
| 13061       | Media Specialist I                                   | 19.31       |             |
| 13062       | Media Specialist II                                  | 21.61       |             |
| 13063       | Media Specialist III                                 | 24.09       |             |
| 13071       | Photographer I                                       | 19.14       |             |
| 13072       | Photographer II                                      | 21.42       |             |
| 13073       | Photographer III                                     | 26.48       |             |
| 13074       | Photographer IV                                      | 32.40       |             |
| 13075       | Photographer V                                       | 37.02       |             |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 19.69       |             |
| 13110       | Video Teleconference Technician                         | 19.04       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 18.77       |             |
| 14042       | Computer Operator II                                    | 20.99       |             |
| 14043       | Computer Operator III                                   | 23.69       |             |
| 14044       | Computer Operator IV                                    | 26.30       |             |
| 14045       | Computer Operator V                                     | 29.15       |             |
| 14071       | Computer Programmer I                                   | 22.26       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 18.77       |             |
| 14160       | Personal Computer Support Technician                    | 27.94       |             |
| 14170       | System Support Specialist                               | 29.15       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 31.24       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 37.80       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 45.05       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 31.24       |             |
| 15060       | Educational Technologist                                | 30.38       |             |
| 15070       | Flight Instructor (Pilot)                               | 45.05       |             |
| 15080       | Graphic Artist                                          | 29.28       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 45.05       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 45.05       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 45.05       |             |
| 15090       | Technical Instructor                                    | 26.33       |             |
| 15095       | Technical Instructor/Course Developer                   | 32.21       |             |
| 15110       | Test Proctor                                            | 21.65       |             |
| 15120       | Tutor                                                   | 21.65       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 17.98       |             |
| 16030       | Counter Attendant                                       | 17.98       |             |
| 16040       | Dry Cleaner                                             | 20.55       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 17.98       |             |
| 16090       | Presser, Hand                                     | 17.98       |             |
| 16110       | Presser, Machine, Drycleaning                     | 17.98       |             |
| 16130       | Presser, Machine, Shirts                          | 17.98       |             |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 17.98       |             |
| 16190       | Sewing Machine Operator                           | 21.40       |             |
| 16220       | Tailor                                            | 22.26       |             |
| 16250       | Washer, Machine                                   | 18.83       |             |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 32.78       |             |
| 19040       | Tool And Die Maker                                | 40.53       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 22.46       |             |
| 21030       | Material Coordinator                              | 23.49       |             |
| 21040       | Material Expediter                                | 23.49       |             |
| 21050       | Material Handling Laborer                         | 20.00       |             |
| 21071       | Order Filler                                      | 17.61       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 22.46       |             |
| 21110       | Shipping Packer                                   | 21.24       |             |
| 21130       | Shipping/Receiving Clerk                          | 21.24       |             |
| 21140       | Store Worker I                                    | 17.12       | ***         |
| 21150       | Stock Clerk                                       | 20.01       |             |
| 21210       | Tools And Parts Attendant                         | 22.46       |             |
| 21410       | Warehouse Specialist                              | 22.46       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 36.56       |             |
| 23019       | Aircraft Logs and Records Technician              | 28.82       |             |
| 23021       | Aircraft Mechanic I                               | 34.76       |             |
| 23022       | Aircraft Mechanic II                              | 36.56       |             |
| 23023       | Aircraft Mechanic III                             | 38.54       |             |
| 23040       | Aircraft Mechanic Helper                          | 24.85       |             |
| 23050       | Aircraft, Painter                                 | 32.78       |             |
| 23060       | Aircraft Servicer                                 | 28.82       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 32.78       |             |
| 23080       | Aircraft Worker                                   | 30.81       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 30.81       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 34.76       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23110       | Appliance Mechanic                                                     | 32.78            |
| 23120       | Bicycle Repairer                                                       | 26.83            |
| 23125       | Cable Splicer                                                          | 46.99            |
| 23130       | Carpenter, Maintenance                                                 | 27.28            |
| 23140       | Carpet Layer                                                           | 30.81            |
| 23160       | Electrician, Maintenance                                               | 35.13            |
| 23181       | Electronics Technician Maintenance I                                   | 30.81            |
| 23182       | Electronics Technician Maintenance II                                  | 32.78            |
| 23183       | Electronics Technician Maintenance III                                 | 34.76            |
| 23260       | Fabric Worker                                                          | 28.82            |
| 23290       | Fire Alarm System Mechanic                                             | 34.76            |
| 23310       | Fire Extinguisher Repairer                                             | 26.83            |
| 23311       | Fuel Distribution System Mechanic                                      | 34.76            |
| 23312       | Fuel Distribution System Operator                                      | 26.83            |
| 23370       | General Maintenance Worker                                             | 23.07            |
| 23380       | Ground Support Equipment Mechanic                                      | 34.76            |
| 23381       | Ground Support Equipment Servicer                                      | 28.82            |
| 23382       | Ground Support Equipment Worker                                        | 30.81            |
| 23391       | Gunsmith I                                                             | 26.83            |
| 23392       | Gunsmith II                                                            | 30.81            |
| 23393       | Gunsmith III                                                           | 34.76            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 27.95            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 29.40            |
| 23430       | Heavy Equipment Mechanic                                               | 34.76            |
| 23440       | Heavy Equipment Operator                                               | 32.24            |
| 23460       | Instrument Mechanic                                                    | 34.76            |
| 23465       | Laboratory/Shelter Mechanic                                            | 32.78            |
| 23470       | Laborer                                                                | 20.00            |
| 23510       | Locksmith                                                              | 32.78            |
| 23530       | Machinery Maintenance Mechanic                                         | 32.36            |
| 23550       | Machinist, Maintenance                                                 | 31.68            |
| 23580       | Maintenance Trades Helper                                              | 24.85            |
| 23591       | Metrology Technician I                                                 | 34.76            |
| 23592       | Metrology Technician II                                                | 36.56            |
| 23593       | Metrology Technician III                                               | 38.54            |
| 23640       | Millwright                                                             | 34.76            |
| 23710       | Office Appliance Repairer                                              | 32.78            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 23.10       |             |
| 23790                                         | Pipefitter, Maintenance                           | 34.64       |             |
| 23810                                         | Plumber, Maintenance                              | 31.63       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 34.76       |             |
| 23850                                         | Rigger                                            | 34.76       |             |
| 23870                                         | Scale Mechanic                                    | 30.81       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 34.76       |             |
| 23910                                         | Small Engine Mechanic                             | 30.81       |             |
| 23931                                         | Telecommunications Mechanic I                     | 34.76       |             |
| 23932                                         | Telecommunications Mechanic II                    | 36.56       |             |
| 23950                                         | Telephone Lineman                                 | 34.76       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 25.62       |             |
| 23965                                         | Well Driller                                      | 34.76       |             |
| 23970                                         | Woodcraft Worker                                  | 34.76       |             |
| 23980                                         | Woodworker                                        | 26.83       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 24.52       |             |
| 24570                                         | Child Care Attendant                              | 16.07       | ***         |
| 24580                                         | Child Care Center Clerk                           | 20.05       |             |
| 24610                                         | Chore Aide                                        | 18.12       |             |
| 24620                                         | Family Readiness And Support Services Coordinator | 24.52       |             |
| 24630                                         | Homemaker                                         | 24.52       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 36.31       |             |
| 25040                                         | Sewage Plant Operator                             | 34.24       |             |
| 25070                                         | Stationary Engineer                               | 36.31       |             |
| 25190                                         | Ventilation Equipment Tender                      | 25.96       |             |
| 25210                                         | Water Treatment Plant Operator                    | 34.24       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 22.69       |             |
| 27007                                         | Baggage Inspector                                 | 20.29       |             |
| 27008                                         | Corrections Officer                               | 32.89       |             |
| 27010                                         | Court Security Officer                            | 32.89       |             |
| 27030                                         | Detection Dog Handler                             | 22.69       |             |
| 27040                                         | Detention Officer                                 | 32.89       |             |
| 27070                                         | Firefighter                                       | 32.22       |             |
| 27101                                         | Guard I                                           | 20.29       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 22.69       |             |
| 27131       | Police Officer I                               | 32.89       |             |
| 27132       | Police Officer II                              | 36.54       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.44       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.19       | ***         |
| 28043       | Carnival Worker                                | 13.48       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 21.45       |             |
| 28310       | Lifeguard                                      | 19.12       |             |
| 28350       | Park Attendant (Aide)                          | 24.00       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 17.52       | ***         |
| 28515       | Recreation Specialist                          | 29.74       |             |
| 28630       | Sports Official                                | 19.12       |             |
| 28690       | Swimming Pool Operator                         | 22.48       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 30.81       |             |
| 29020       | Hatch Tender                                   | 30.81       |             |
| 29030       | Line Handler                                   | 30.81       |             |
| 29041       | Stevedore I                                    | 28.82       |             |
| 29042       | Stevedore II                                   | 32.78       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 16.81       | ***         |
| 30022       | Archeological Technician II                    | 18.80       |             |
| 30023       | Archeological Technician III                   | 23.29       |             |
| 30030       | Cartographic Technician                        | 23.29       |             |
| 30040       | Civil Engineering Technician                   | 23.02       |             |
| 30051       | Cryogenic Technician I                         | 21.24       |             |
| 30052       | Cryogenic Technician II                        | 23.46       |             |
| 30061       | Drafter/CAD Operator I                         | 16.81       | ***         |
| 30062       | Drafter/CAD Operator II                        | 18.80       |             |
| 30063       | Drafter/CAD Operator III                       | 20.97       |             |
| 30064       | Drafter/CAD Operator IV                        | 25.80       |             |
| 30081       | Engineering Technician I                       | 15.16       | ***         |
| 30082       | Engineering Technician II                      | 16.93       | ***         |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30083       | Engineering Technician III                               | 19.01       |             |
| 30084       | Engineering Technician IV                                | 23.58       |             |
| 30085       | Engineering Technician V                                 | 28.75       |             |
| 30086       | Engineering Technician VI                                | 34.90       |             |
| 30090       | Environmental Technician                                 | 23.22       |             |
| 30095       | Evidence Control Specialist                              | 19.18       |             |
| 30210       | Laboratory Technician                                    | 20.54       |             |
| 30221       | Latent Fingerprint Technician I                          | 21.24       |             |
| 30222       | Latent Fingerprint Technician II                         | 23.46       |             |
| 30240       | Mathematical Technician                                  | 23.29       |             |
| 30361       | Paralegal/Legal Assistant I                              | 21.87       |             |
| 30362       | Paralegal/Legal Assistant II                             | 27.08       |             |
| 30363       | Paralegal/Legal Assistant III                            | 33.13       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 40.08       |             |
| 30375       | Petroleum Supply Specialist                              | 23.46       |             |
| 30390       | Photo-Optics Technician                                  | 23.29       |             |
| 30395       | Radiation Control Technician                             | 23.46       |             |
| 30461       | Technical Writer I                                       | 20.72       |             |
| 30462       | Technical Writer II                                      | 27.13       |             |
| 30463       | Technical Writer III                                     | 32.83       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 28.73       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 34.76       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 41.67       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 28.73       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 28.73       |             |
| 30501       | Weather Forecaster I                                     | 25.80       |             |
| 30502       | Weather Forecaster II                                    | 31.39       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 20.97       | see 2       |
| 30621       | Weather Observer, Senior                                 | 23.29       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 34.76       |             |
| 31020       | Bus Aide                                                 | 15.93       | ***         |
| 31030       | Bus Driver                                               | 21.30       |             |
| 31043       | Driver Courier                                           | 18.37       |             |
| 31260       | Parking and Lot Attendant                                | 15.18       | ***         |
| 31290       | Shuttle Bus Driver                                       | 17.58       | ***         |
| 31310       | Taxi Driver                                              | 18.69       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 19.83       |             |
| 31362       | Truckdriver, Medium             | 21.30       |             |
| 31363       | Truckdriver, Heavy              | 25.94       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 25.94       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 16.95       | ***         |
| 99030       | Cashier                         | 16.28       | ***         |
| 99050       | Desk Clerk                      | 15.81       | ***         |
| 99095       | Embalmer                        | 28.73       |             |
| 99130       | Flight Follower                 | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I   | 21.79       |             |
| 99252       | Laboratory Animal Caretaker II  | 23.52       |             |
| 99260       | Marketing Analyst               | 30.18       |             |
| 99310       | Mortician                       | 28.73       |             |
| 99410       | Pest Controller                 | 25.27       |             |
| 99510       | Photofinishing Worker           | 15.10       | ***         |
| 99710       | Recycling Laborer               | 18.90       |             |
| 99711       | Recycling Specialist            | 21.79       |             |
| 99730       | Refuse Collector                | 18.01       |             |
| 99810       | Sales Clerk                     | 16.72       | ***         |
| 99820       | School Crossing Guard           | 18.01       |             |
| 99830       | Survey Party Chief              | 24.80       |             |
| 99831       | Surveying Aide                  | 13.86       | ***         |
| 99832       | Surveying Technician            | 18.96       |             |
| 99840       | Vending Machine Attendant       | 21.79       |             |
| 99841       | Vending Machine Repairer        | 27.01       |             |
| 99842       | Vending Machine Repairer Helper | 21.79       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all



occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5817**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Louisiana

Area: Louisiana Parish of Saint James

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.95       | ***         |
| 01012       | Accounting Clerk II                             | 19.02       |             |
| 01013       | Accounting Clerk III                            | 21.28       |             |
| 01020       | Administrative Assistant                        | 24.89       |             |
| 01035       | Court Reporter                                  | 30.25       |             |
| 01041       | Customer Service Representative I               | 14.59       | ***         |
| 01042       | Customer Service Representative II              | 15.92       | ***         |
| 01043       | Customer Service Representative III             | 17.86       |             |
| 01051       | Data Entry Operator I                           | 16.17       | ***         |
| 01052       | Data Entry Operator II                          | 17.64       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.27       |             |
| 01070       | Document Preparation Clerk                      | 17.50       | ***         |
| 01090       | Duplicating Machine Operator                    | 17.50       | ***         |
| 01111       | General Clerk I                                 | 14.29       | ***         |
| 01112       | General Clerk II                                | 15.59       | ***         |
| 01113       | General Clerk III                               | 17.50       | ***         |
| 01120       | Housing Referral Assistant                      | 23.04       |             |
| 01141       | Messenger Courier                               | 14.31       | ***         |
| 01191       | Order Clerk I                                   | 15.00       | ***         |
| 01192       | Order Clerk II                                  | 16.37       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 17.76       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01262       | Personnel Assistant (Employment) II      | 19.86       |             |
| 01263       | Personnel Assistant (Employment) III     | 22.15       |             |
| 01270       | Production Control Clerk                 | 26.79       |             |
| 01290       | Rental Clerk                             | 14.74       | ***         |
| 01300       | Scheduler, Maintenance                   | 18.47       |             |
| 01311       | Secretary I                              | 18.47       |             |
| 01312       | Secretary II                             | 20.66       |             |
| 01313       | Secretary III                            | 23.04       |             |
| 01320       | Service Order Dispatcher                 | 19.02       |             |
| 01410       | Supply Technician                        | 24.89       |             |
| 01420       | Survey Worker                            | 17.55       | ***         |
| 01460       | Switchboard Operator/Receptionist        | 15.00       | ***         |
| 01531       | Travel Clerk I                           | 19.66       |             |
| 01532       | Travel Clerk II                          | 20.93       |             |
| 01533       | Travel Clerk III                         | 22.54       |             |
| 01611       | Word Processor I                         | 16.44       | ***         |
| 01612       | Word Processor II                        | 18.45       |             |
| 01613       | Word Processor III                       | 20.64       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 25.84       |             |
| 05010       | Automotive Electrician                   | 21.39       |             |
| 05040       | Automotive Glass Installer               | 19.87       |             |
| 05070       | Automotive Worker                        | 19.87       |             |
| 05110       | Mobile Equipment Servicer                | 16.89       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 22.90       |             |
| 05160       | Motor Equipment Metal Worker             | 19.87       |             |
| 05190       | Motor Vehicle Mechanic                   | 22.90       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 15.61       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 18.38       |             |
| 05280       | Motor Vehicle Wrecker                    | 19.87       |             |
| 05310       | Painter, Automotive                      | 21.39       |             |
| 05340       | Radiator Repair Specialist               | 19.87       |             |
| 05370       | Tire Repairer                            | 15.98       | ***         |
| 05400       | Transmission Repair Specialist           | 22.90       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 14.33       | ***         |
| 07041       | Cook I                                   | 14.43       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 16.98       | ***         |
| 07070       | Dishwasher                                   | 11.58       | ***         |
| 07130       | Food Service Worker                          | 11.09       | ***         |
| 07210       | Meat Cutter                                  | 16.31       | ***         |
| 07260       | Waiter/Waitress                              | 10.69       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 19.97       |             |
| 09040       | Furniture Handler                            | 12.27       | ***         |
| 09080       | Furniture Refinisher                         | 20.56       |             |
| 09090       | Furniture Refinisher Helper                  | 15.19       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.11       |             |
| 09130       | Upholsterer                                  | 19.98       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.07       | ***         |
| 11060       | Elevator Operator                            | 13.04       | ***         |
| 11090       | Gardener                                     | 19.87       |             |
| 11122       | Housekeeping Aide                            | 13.04       | ***         |
| 11150       | Janitor                                      | 13.04       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 14.58       | ***         |
| 11240       | Maid or Houseman                             | 12.68       | ***         |
| 11260       | Pruner                                       | 12.82       | ***         |
| 11270       | Tractor Operator                             | 18.08       |             |
| 11330       | Trail Maintenance Worker                     | 14.58       | ***         |
| 11360       | Window Cleaner                               | 14.83       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 21.29       |             |
| 12011       | Breath Alcohol Technician                    | 23.42       |             |
| 12012       | Certified Occupational Therapist Assistant   | 32.08       |             |
| 12015       | Certified Physical Therapist Assistant       | 29.60       |             |
| 12020       | Dental Assistant                             | 18.65       |             |
| 12025       | Dental Hygienist                             | 40.00       |             |
| 12030       | EKG Technician                               | 31.18       |             |
| 12035       | Electroneurodiagnostic Technologist          | 31.18       |             |
| 12040       | Emergency Medical Technician                 | 21.29       |             |
| 12071       | Licensed Practical Nurse I                   | 20.91       |             |
| 12072       | Licensed Practical Nurse II                  | 23.39       |             |
| 12073       | Licensed Practical Nurse III                 | 26.07       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 16.92       | ***         |
| 12130       | Medical Laboratory Technician                        | 30.98       |             |
| 12160       | Medical Record Clerk                                 | 21.77       |             |
| 12190       | Medical Record Technician                            | 24.35       |             |
| 12195       | Medical Transcriptionist                             | 16.87       | ***         |
| 12210       | Nuclear Medicine Technologist                        | 39.65       |             |
| 12221       | Nursing Assistant I                                  | 13.28       | ***         |
| 12222       | Nursing Assistant II                                 | 14.95       | ***         |
| 12223       | Nursing Assistant III                                | 16.31       | ***         |
| 12224       | Nursing Assistant IV                                 | 18.31       |             |
| 12235       | Optical Dispenser                                    | 17.29       | ***         |
| 12236       | Optical Technician                                   | 19.01       |             |
| 12250       | Pharmacy Technician                                  | 18.27       |             |
| 12280       | Phlebotomist                                         | 17.70       | ***         |
| 12305       | Radiologic Technologist                              | 30.85       |             |
| 12311       | Registered Nurse I                                   | 26.45       |             |
| 12312       | Registered Nurse II                                  | 32.35       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.35       |             |
| 12314       | Registered Nurse III                                 | 39.14       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.14       |             |
| 12316       | Registered Nurse IV                                  | 46.91       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 29.01       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 20.13       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.55       |             |
| 13012       | Exhibits Specialist II                               | 25.47       |             |
| 13013       | Exhibits Specialist III                              | 31.15       |             |
| 13041       | Illustrator I                                        | 19.74       |             |
| 13042       | Illustrator II                                       | 24.45       |             |
| 13043       | Illustrator III                                      | 29.91       |             |
| 13047       | Librarian                                            | 30.70       |             |
| 13050       | Library Aide/Clerk                                   | 16.58       | ***         |
| 13054       | Library Information Technology Systems Administrator | 27.72       |             |
| 13058       | Library Technician                                   | 19.24       |             |
| 13061       | Media Specialist I                                   | 20.00       |             |
| 13062       | Media Specialist II                                  | 22.37       |             |
| 13063       | Media Specialist III                                 | 24.95       |             |



| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 19.40       |             |
| 13072       | Photographer II                                 | 21.70       |             |
| 13073       | Photographer III                                | 26.81       |             |
| 13074       | Photographer IV                                 | 32.41       |             |
| 13075       | Photographer V                                  | 39.19       |             |
| 13090       | Technical Order Library Clerk                   | 21.14       |             |
| 13110       | Video Teleconference Technician                 | 23.35       |             |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 18.95       |             |
| 14042       | Computer Operator II                            | 21.20       |             |
| 14043       | Computer Operator III                           | 23.64       |             |
| 14044       | Computer Operator IV                            | 26.27       |             |
| 14045       | Computer Operator V                             | 29.09       |             |
| 14071       | Computer Programmer I                           | 20.45       | see 1       |
| 14072       | Computer Programmer II                          | 25.34       | see 1       |
| 14073       | Computer Programmer III                         |             | see 1       |
| 14074       | Computer Programmer IV                          |             | see 1       |
| 14101       | Computer Systems Analyst I                      |             | see 1       |
| 14102       | Computer Systems Analyst II                     |             | see 1       |
| 14103       | Computer Systems Analyst III                    |             | see 1       |
| 14150       | Peripheral Equipment Operator                   | 18.95       |             |
| 14160       | Personal Computer Support Technician            | 26.27       |             |
| 14170       | System Support Specialist                       | 32.06       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 29.98       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 36.28       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 43.48       |             |
| 15050       | Computer Based Training Specialist / Instructor | 29.98       |             |
| 15060       | Educational Technologist                        | 31.81       |             |
| 15070       | Flight Instructor (Pilot)                       | 43.48       |             |
| 15080       | Graphic Artist                                  | 23.35       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 43.48       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 43.48       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 43.48       |             |
| 15090       | Technical Instructor                            | 22.42       |             |
| 15095       | Technical Instructor/Course Developer           | 27.41       |             |
| 15110       | Test Proctor                                    | 18.09       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15120       | Tutor                                                   | 18.09       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 13.82       | ***         |
| 16030       | Counter Attendant                                       | 13.82       | ***         |
| 16040       | Dry Cleaner                                             | 16.55       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 13.82       | ***         |
| 16090       | Presser, Hand                                           | 13.82       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 13.82       | ***         |
| 16130       | Presser, Machine, Shirts                                | 13.82       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 13.82       | ***         |
| 16190       | Sewing Machine Operator                                 | 17.25       | ***         |
| 16220       | Tailor                                                  | 17.94       |             |
| 16250       | Washer, Machine                                         | 14.96       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.52       |             |
| 19040       | Tool And Die Maker                                      | 33.96       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.77       |             |
| 21030       | Material Coordinator                                    | 26.79       |             |
| 21040       | Material Expediter                                      | 26.79       |             |
| 21050       | Material Handling Laborer                               | 16.36       | ***         |
| 21071       | Order Filler                                            | 15.57       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.77       |             |
| 21110       | Shipping Packer                                         | 17.22       | ***         |
| 21130       | Shipping/Receiving Clerk                                | 17.22       | ***         |
| 21140       | Store Worker I                                          | 11.63       | ***         |
| 21150       | Stock Clerk                                             | 17.22       | ***         |
| 21210       | Tools And Parts Attendant                               | 20.77       |             |
| 21410       | Warehouse Specialist                                    | 20.77       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 34.55       |             |
| 23019       | Aircraft Logs and Records Technician                    | 26.51       |             |
| 23021       | Aircraft Mechanic I                                     | 32.44       |             |
| 23022       | Aircraft Mechanic II                                    | 34.55       |             |
| 23023       | Aircraft Mechanic III                                   | 36.66       |             |
| 23040       | Aircraft Mechanic Helper                                | 22.17       |             |
| 23050       | Aircraft, Painter                                       | 30.28       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23060       | Aircraft Servicer                                                      | 26.51       |             |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 30.28       |             |
| 23080       | Aircraft Worker                                                        | 28.45       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 28.45       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 32.44       |             |
| 23110       | Appliance Mechanic                                                     | 24.99       |             |
| 23120       | Bicycle Repairer                                                       | 20.94       |             |
| 23125       | Cable Splicer                                                          | 37.64       |             |
| 23130       | Carpenter, Maintenance                                                 | 23.42       |             |
| 23140       | Carpet Layer                                                           | 24.64       |             |
| 23160       | Electrician, Maintenance                                               | 29.02       |             |
| 23181       | Electronics Technician Maintenance I                                   | 35.36       |             |
| 23182       | Electronics Technician Maintenance II                                  | 38.06       |             |
| 23183       | Electronics Technician Maintenance III                                 | 40.75       |             |
| 23260       | Fabric Worker                                                          | 22.79       |             |
| 23290       | Fire Alarm System Mechanic                                             | 24.73       |             |
| 23310       | Fire Extinguisher Repairer                                             | 20.94       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 30.15       |             |
| 23312       | Fuel Distribution System Operator                                      | 22.23       |             |
| 23370       | General Maintenance Worker                                             | 19.18       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 32.44       |             |
| 23381       | Ground Support Equipment Servicer                                      | 26.51       |             |
| 23382       | Ground Support Equipment Worker                                        | 28.45       |             |
| 23391       | Gunsmith I                                                             | 20.94       |             |
| 23392       | Gunsmith II                                                            | 24.64       |             |
| 23393       | Gunsmith III                                                           | 28.39       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.65       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 28.40       |             |
| 23430       | Heavy Equipment Mechanic                                               | 29.21       |             |
| 23440       | Heavy Equipment Operator                                               | 25.07       |             |
| 23460       | Instrument Mechanic                                                    | 38.28       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.52       |             |
| 23470       | Laborer                                                                | 16.36       | ***         |
| 23510       | Locksmith                                                              | 25.30       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 30.52       |             |
| 23550       | Machinist, Maintenance                                                 | 28.74       |             |
| 23580       | Maintenance Trades Helper                                              | 16.83       | ***         |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23591                                         | Metrology Technician I                            | 38.28       |             |
| 23592                                         | Metrology Technician II                           | 40.78       |             |
| 23593                                         | Metrology Technician III                          | 43.28       |             |
| 23640                                         | Millwright                                        | 31.76       |             |
| 23710                                         | Office Appliance Repairer                         | 20.98       |             |
| 23760                                         | Painter, Maintenance                              | 21.07       |             |
| 23790                                         | Pipefitter, Maintenance                           | 28.93       |             |
| 23810                                         | Plumber, Maintenance                              | 27.02       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 28.39       |             |
| 23850                                         | Rigger                                            | 28.43       |             |
| 23870                                         | Scale Mechanic                                    | 24.64       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 24.77       |             |
| 23910                                         | Small Engine Mechanic                             | 21.34       |             |
| 23931                                         | Telecommunications Mechanic I                     | 38.56       |             |
| 23932                                         | Telecommunications Mechanic II                    | 41.09       |             |
| 23950                                         | Telephone Lineman                                 | 23.69       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 26.68       |             |
| 23965                                         | Well Driller                                      | 28.39       |             |
| 23970                                         | Woodcraft Worker                                  | 28.39       |             |
| 23980                                         | Woodworker                                        | 20.94       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 16.29       | ***         |
| 24570                                         | Child Care Attendant                              | 11.04       | ***         |
| 24580                                         | Child Care Center Clerk                           | 14.51       | ***         |
| 24610                                         | Chore Aide                                        | 10.88       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 16.29       | ***         |
| 24630                                         | Homemaker                                         | 17.40       | ***         |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 24.78       |             |
| 25040                                         | Sewage Plant Operator                             | 22.15       |             |
| 25070                                         | Stationary Engineer                               | 24.78       |             |
| 25190                                         | Ventilation Equipment Tender                      | 16.63       | ***         |
| 25210                                         | Water Treatment Plant Operator                    | 22.15       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 18.76       |             |
| 27007                                         | Baggage Inspector                                 | 14.10       | ***         |
| 27008                                         | Corrections Officer                               | 22.64       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27010       | Court Security Officer                         | 19.26       |             |
| 27030       | Detection Dog Handler                          | 15.77       | ***         |
| 27040       | Detention Officer                              | 22.64       |             |
| 27070       | Firefighter                                    | 17.56       | ***         |
| 27101       | Guard I                                        | 14.10       | ***         |
| 27102       | Guard II                                       | 15.77       | ***         |
| 27131       | Police Officer I                               | 22.09       |             |
| 27132       | Police Officer II                              | 24.54       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 17.22       | ***         |
| 28042       | Carnival Equipment Repairer                    | 18.92       |             |
| 28043       | Carnival Worker                                | 12.21       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 15.76       | ***         |
| 28310       | Lifeguard                                      | 12.04       | ***         |
| 28350       | Park Attendant (Aide)                          | 17.63       | ***         |
| 28510       | Recreation Aide/Health Facility Attendant      | 12.87       | ***         |
| 28515       | Recreation Specialist                          | 21.84       |             |
| 28630       | Sports Official                                | 14.04       | ***         |
| 28690       | Swimming Pool Operator                         | 22.25       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 28.48       |             |
| 29020       | Hatch Tender                                   | 28.48       |             |
| 29030       | Line Handler                                   | 28.48       |             |
| 29041       | Stevedore I                                    | 26.34       |             |
| 29042       | Stevedore II                                   | 30.65       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 23.47       |             |
| 30022       | Archeological Technician II                    | 26.26       |             |
| 30023       | Archeological Technician III                   | 32.54       |             |
| 30030       | Cartographic Technician                        | 32.54       |             |
| 30040       | Civil Engineering Technician                   | 27.83       |             |
| 30051       | Cryogenic Technician I                         | 36.04       |             |
| 30052       | Cryogenic Technician II                        | 39.81       |             |
| 30061       | Drafter/CAD Operator I                         | 23.47       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30062       | Drafter/CAD Operator II                                  | 26.26            |
| 30063       | Drafter/CAD Operator III                                 | 29.28            |
| 30064       | Drafter/CAD Operator IV                                  | 36.04            |
| 30081       | Engineering Technician I                                 | 16.36 ***        |
| 30082       | Engineering Technician II                                | 18.36            |
| 30083       | Engineering Technician III                               | 20.54            |
| 30084       | Engineering Technician IV                                | 25.45            |
| 30085       | Engineering Technician V                                 | 31.13            |
| 30086       | Engineering Technician VI                                | 37.65            |
| 30090       | Environmental Technician                                 | 27.75            |
| 30095       | Evidence Control Specialist                              | 32.54            |
| 30210       | Laboratory Technician                                    | 32.26            |
| 30221       | Latent Fingerprint Technician I                          | 27.76            |
| 30222       | Latent Fingerprint Technician II                         | 30.67            |
| 30240       | Mathematical Technician                                  | 33.92            |
| 30361       | Paralegal/Legal Assistant I                              | 21.53            |
| 30362       | Paralegal/Legal Assistant II                             | 26.68            |
| 30363       | Paralegal/Legal Assistant III                            | 32.64            |
| 30364       | Paralegal/Legal Assistant IV                             | 39.48            |
| 30375       | Petroleum Supply Specialist                              | 39.81            |
| 30390       | Photo-Optics Technician                                  | 32.54            |
| 30395       | Radiation Control Technician                             | 39.81            |
| 30461       | Technical Writer I                                       | 25.72            |
| 30462       | Technical Writer II                                      | 31.47            |
| 30463       | Technical Writer III                                     | 38.07            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 28.73            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 34.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 41.67            |
| 30494       | Unexploded (UXO) Safety Escort                           | 28.73            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 28.73            |
| 30501       | Weather Forecaster I                                     | 36.04            |
| 30502       | Weather Forecaster II                                    | 43.82            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 29.28 see 2      |
| 30621       | Weather Observer, Senior                                 | 32.54 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 34.76            |
| 31020       | Bus Aide                                                 | 14.95 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 22.17       |             |
| 31043       | Driver Courier                  | 16.91       | ***         |
| 31260       | Parking and Lot Attendant       | 11.55       | ***         |
| 31290       | Shuttle Bus Driver              | 18.47       |             |
| 31310       | Taxi Driver                     | 14.50       | ***         |
| 31361       | Truckdriver, Light              | 18.58       |             |
| 31362       | Truckdriver, Medium             | 20.22       |             |
| 31363       | Truckdriver, Heavy              | 23.61       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 23.61       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 16.95       | ***         |
| 99030       | Cashier                         | 11.79       | ***         |
| 99050       | Desk Clerk                      | 13.34       | ***         |
| 99095       | Embalmer                        | 27.47       |             |
| 99130       | Flight Follower                 | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I   | 15.13       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 16.62       | ***         |
| 99260       | Marketing Analyst               | 28.41       |             |
| 99310       | Mortician                       | 27.03       |             |
| 99410       | Pest Controller                 | 20.01       |             |
| 99510       | Photofinishing Worker           | 15.35       | ***         |
| 99710       | Recycling Laborer               | 19.98       |             |
| 99711       | Recycling Specialist            | 24.78       |             |
| 99730       | Refuse Collector                | 17.88       |             |
| 99810       | Sales Clerk                     | 13.72       | ***         |
| 99820       | School Crossing Guard           | 15.67       | ***         |
| 99830       | Survey Party Chief              | 25.39       |             |
| 99831       | Surveying Aide                  | 15.91       | ***         |
| 99832       | Surveying Technician            | 21.79       |             |
| 99840       | Vending Machine Attendant       | 16.93       | ***         |
| 99841       | Vending Machine Repairer        | 21.89       |             |
| 99842       | Vending Machine Repairer Helper | 16.93       | ***         |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5821**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Michigan

Area: Michigan County of Midland

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.38       | ***         |
| 01012       | Accounting Clerk II                             | 19.51       |             |
| 01013       | Accounting Clerk III                            | 21.82       |             |
| 01020       | Administrative Assistant                        | 36.28       |             |
| 01035       | Court Reporter                                  | 20.60       |             |
| 01041       | Customer Service Representative I               | 18.35       |             |
| 01042       | Customer Service Representative II              | 20.63       |             |
| 01043       | Customer Service Representative III             | 22.51       |             |
| 01051       | Data Entry Operator I                           | 15.04       | ***         |
| 01052       | Data Entry Operator II                          | 16.41       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.77       |             |
| 01070       | Document Preparation Clerk                      | 16.41       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.41       | ***         |
| 01111       | General Clerk I                                 | 16.68       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01112       | General Clerk II                     | 18.21       |             |
| 01113       | General Clerk III                    | 20.43       |             |
| 01120       | Housing Referral Assistant           | 22.97       |             |
| 01141       | Messenger Courier                    | 13.37       | ***         |
| 01191       | Order Clerk I                        | 15.92       | ***         |
| 01192       | Order Clerk II                       | 17.38       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 18.42       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.60       |             |
| 01263       | Personnel Assistant (Employment) III | 22.97       |             |
| 01270       | Production Control Clerk             | 32.78       |             |
| 01290       | Rental Clerk                         | 17.61       | ***         |
| 01300       | Scheduler, Maintenance               | 18.42       |             |
| 01311       | Secretary I                          | 18.42       |             |
| 01312       | Secretary II                         | 20.60       |             |
| 01313       | Secretary III                        | 22.97       |             |
| 01320       | Service Order Dispatcher             | 19.46       |             |
| 01410       | Supply Technician                    | 36.28       |             |
| 01420       | Survey Worker                        | 20.60       |             |
| 01460       | Switchboard Operator/Receptionist    | 17.17       | ***         |
| 01531       | Travel Clerk I                       | 16.10       | ***         |
| 01532       | Travel Clerk II                      | 17.47       | ***         |
| 01533       | Travel Clerk III                     | 18.82       |             |
| 01611       | Word Processor I                     | 16.41       | ***         |
| 01612       | Word Processor II                    | 18.42       |             |
| 01613       | Word Processor III                   | 20.60       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.66       |             |
| 05010       | Automotive Electrician               | 20.14       |             |
| 05040       | Automotive Glass Installer           | 19.51       |             |
| 05070       | Automotive Worker                    | 19.51       |             |
| 05110       | Mobile Equipment Servicer            | 18.27       |             |
| 05130       | Motor Equipment Metal Mechanic       | 20.76       |             |
| 05160       | Motor Equipment Metal Worker         | 19.51       |             |
| 05190       | Motor Vehicle Mechanic               | 20.76       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 17.65       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 18.89       |             |
| 05280       | Motor Vehicle Wrecker                | 19.51       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05310       | Painter, Automotive                          | 20.14       |             |
| 05340       | Radiator Repair Specialist                   | 19.51       |             |
| 05370       | Tire Repairer                                | 17.34       | ***         |
| 05400       | Transmission Repair Specialist               | 20.76       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 20.91       |             |
| 07041       | Cook I                                       | 15.90       | ***         |
| 07042       | Cook II                                      | 17.42       | ***         |
| 07070       | Dishwasher                                   | 13.08       | ***         |
| 07130       | Food Service Worker                          | 14.38       | ***         |
| 07210       | Meat Cutter                                  | 18.84       |             |
| 07260       | Waiter/Waitress                              | 15.08       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 26.95       |             |
| 09040       | Furniture Handler                            | 19.46       |             |
| 09080       | Furniture Refinisher                         | 26.95       |             |
| 09090       | Furniture Refinisher Helper                  | 22.29       |             |
| 09110       | Furniture Repairer, Minor                    | 24.97       |             |
| 09130       | Upholsterer                                  | 26.95       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.87       | ***         |
| 11060       | Elevator Operator                            | 15.47       | ***         |
| 11090       | Gardener                                     | 20.53       |             |
| 11122       | Housekeeping Aide                            | 16.05       | ***         |
| 11150       | Janitor                                      | 16.05       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.31       | ***         |
| 11240       | Maid or Houseman                             | 14.78       | ***         |
| 11260       | Pruner                                       | 15.97       | ***         |
| 11270       | Tractor Operator                             | 19.48       |             |
| 11330       | Trail Maintenance Worker                     | 17.31       | ***         |
| 11360       | Window Cleaner                               | 17.40       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 24.04       |             |
| 12011       | Breath Alcohol Technician                    | 24.04       |             |
| 12012       | Certified Occupational Therapist Assistant   | 32.99       |             |
| 12015       | Certified Physical Therapist Assistant       | 31.31       |             |
| 12020       | Dental Assistant                             | 22.22       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12025       | Dental Hygienist                     | 38.19       |             |
| 12030       | EKG Technician                       | 36.44       |             |
| 12035       | Electroneurodiagnostic Technologist  | 36.44       |             |
| 12040       | Emergency Medical Technician         | 24.04       |             |
| 12071       | Licensed Practical Nurse I           | 21.49       |             |
| 12072       | Licensed Practical Nurse II          | 24.04       |             |
| 12073       | Licensed Practical Nurse III         | 26.81       |             |
| 12100       | Medical Assistant                    | 17.60       | ***         |
| 12130       | Medical Laboratory Technician        | 21.49       |             |
| 12160       | Medical Record Clerk                 | 22.11       |             |
| 12190       | Medical Record Technician            | 24.73       |             |
| 12195       | Medical Transcriptionist             | 21.49       |             |
| 12210       | Nuclear Medicine Technologist        | 52.83       |             |
| 12221       | Nursing Assistant I                  | 12.77       | ***         |
| 12222       | Nursing Assistant II                 | 14.37       | ***         |
| 12223       | Nursing Assistant III                | 15.67       | ***         |
| 12224       | Nursing Assistant IV                 | 17.59       | ***         |
| 12235       | Optical Dispenser                    | 24.04       |             |
| 12236       | Optical Technician                   | 21.49       |             |
| 12250       | Pharmacy Technician                  | 17.81       |             |
| 12280       | Phlebotomist                         | 21.49       |             |
| 12305       | Radiologic Technologist              | 36.44       |             |
| 12311       | Registered Nurse I                   | 27.89       |             |
| 12312       | Registered Nurse II                  | 34.10       |             |
| 12313       | Registered Nurse II, Specialist      | 34.10       |             |
| 12314       | Registered Nurse III                 | 41.26       |             |
| 12315       | Registered Nurse III, Anesthetist    | 41.26       |             |
| 12316       | Registered Nurse IV                  | 49.47       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 29.79       |             |
| 12320       | Substance Abuse Treatment Counselor  | 28.55       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 20.10       |             |
| 13012       | Exhibits Specialist II               | 25.28       |             |
| 13013       | Exhibits Specialist III              | 30.92       |             |
| 13041       | Illustrator I                        | 18.61       |             |
| 13042       | Illustrator II                       | 23.45       |             |
| 13043       | Illustrator III                      | 30.92       |             |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13047       | Librarian                                            | 25.96       |             |
| 13050       | Library Aide/Clerk                                   | 15.08       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.57       |             |
| 13058       | Library Technician                                   | 17.30       | ***         |
| 13061       | Media Specialist I                                   | 16.54       | ***         |
| 13062       | Media Specialist II                                  | 18.50       |             |
| 13063       | Media Specialist III                                 | 20.64       |             |
| 13071       | Photographer I                                       | 16.92       | ***         |
| 13072       | Photographer II                                      | 18.93       |             |
| 13073       | Photographer III                                     | 23.45       |             |
| 13074       | Photographer IV                                      | 28.69       |             |
| 13075       | Photographer V                                       | 34.71       |             |
| 13090       | Technical Order Library Clerk                        | 18.93       |             |
| 13110       | Video Teleconference Technician                      | 16.54       | ***         |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 14.20       | ***         |
| 14042       | Computer Operator II                                 | 15.89       | ***         |
| 14043       | Computer Operator III                                | 17.72       | ***         |
| 14044       | Computer Operator IV                                 | 19.69       |             |
| 14045       | Computer Operator V                                  | 21.80       |             |
| 14071       | Computer Programmer I                                | 20.41       | see 1       |
| 14072       | Computer Programmer II                               | 25.30       | 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                        | 14.91       | ***         |
| 14160       | Personal Computer Support Technician                 | 19.69       |             |
| 14170       | System Support Specialist                            | 23.98       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 31.03       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 37.53       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 44.99       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 31.03       |             |
| 15060       | Educational Technologist                             | 28.71       |             |
| 15070       | Flight Instructor (Pilot)                            | 44.99       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15080       | Graphic Artist                                          | 24.21       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 44.99       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 44.99       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 44.99       |             |
| 15090       | Technical Instructor                                    | 24.40       |             |
| 15095       | Technical Instructor/Course Developer                   | 29.81       |             |
| 15110       | Test Proctor                                            | 19.71       |             |
| 15120       | Tutor                                                   | 19.71       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.38       | ***         |
| 16030       | Counter Attendant                                       | 12.38       | ***         |
| 16040       | Dry Cleaner                                             | 16.26       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.38       | ***         |
| 16090       | Presser, Hand                                           | 12.38       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.38       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.38       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.38       | ***         |
| 16190       | Sewing Machine Operator                                 | 17.64       | ***         |
| 16220       | Tailor                                                  | 18.97       |             |
| 16250       | Washer, Machine                                         | 13.71       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.71       |             |
| 19040       | Tool And Die Maker                                      | 31.02       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 21.15       |             |
| 21030       | Material Coordinator                                    | 32.78       |             |
| 21040       | Material Expediter                                      | 32.78       |             |
| 21050       | Material Handling Laborer                               | 16.74       | ***         |
| 21071       | Order Filler                                            | 15.88       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 21.15       |             |
| 21110       | Shipping Packer                                         | 22.01       |             |
| 21130       | Shipping/Receiving Clerk                                | 22.01       |             |
| 21140       | Store Worker I                                          | 21.25       |             |
| 21150       | Stock Clerk                                             | 27.03       |             |
| 21210       | Tools And Parts Attendant                               | 21.15       |             |
| 21410       | Warehouse Specialist                                    | 21.15       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23010       | Aerospace Structural Welder                                            | 29.04            |
| 23019       | Aircraft Logs and Records Technician                                   | 24.77            |
| 23021       | Aircraft Mechanic I                                                    | 28.09            |
| 23022       | Aircraft Mechanic II                                                   | 29.04            |
| 23023       | Aircraft Mechanic III                                                  | 30.15            |
| 23040       | Aircraft Mechanic Helper                                               | 22.11            |
| 23050       | Aircraft, Painter                                                      | 27.57            |
| 23060       | Aircraft Servicer                                                      | 24.77            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 27.57            |
| 23080       | Aircraft Worker                                                        | 25.83            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 25.83            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 28.09            |
| 23110       | Appliance Mechanic                                                     | 26.71            |
| 23120       | Bicycle Repairer                                                       | 23.56            |
| 23125       | Cable Splicer                                                          | 28.12            |
| 23130       | Carpenter, Maintenance                                                 | 23.96            |
| 23140       | Carpet Layer                                                           | 25.83            |
| 23160       | Electrician, Maintenance                                               | 29.53            |
| 23181       | Electronics Technician Maintenance I                                   | 25.83            |
| 23182       | Electronics Technician Maintenance II                                  | 26.71            |
| 23183       | Electronics Technician Maintenance III                                 | 28.09            |
| 23260       | Fabric Worker                                                          | 24.77            |
| 23290       | Fire Alarm System Mechanic                                             | 28.09            |
| 23310       | Fire Extinguisher Repairer                                             | 23.57            |
| 23311       | Fuel Distribution System Mechanic                                      | 28.12            |
| 23312       | Fuel Distribution System Operator                                      | 23.57            |
| 23370       | General Maintenance Worker                                             | 20.45            |
| 23380       | Ground Support Equipment Mechanic                                      | 28.09            |
| 23381       | Ground Support Equipment Servicer                                      | 24.77            |
| 23382       | Ground Support Equipment Worker                                        | 25.83            |
| 23391       | Gunsmith I                                                             | 23.57            |
| 23392       | Gunsmith II                                                            | 25.83            |
| 23393       | Gunsmith III                                                           | 28.09            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.16            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 23.93            |
| 23430       | Heavy Equipment Mechanic                                               | 29.32            |
| 23440       | Heavy Equipment Operator                                               | 30.34            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23460       | Instrument Mechanic                               | 28.09       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 26.71       |             |
| 23470       | Laborer                                           | 16.74       | ***         |
| 23510       | Locksmith                                         | 26.71       |             |
| 23530       | Machinery Maintenance Mechanic                    | 33.44       |             |
| 23550       | Machinist, Maintenance                            | 23.33       |             |
| 23580       | Maintenance Trades Helper                         | 22.11       |             |
| 23591       | Metrology Technician I                            | 28.09       |             |
| 23592       | Metrology Technician II                           | 29.04       |             |
| 23593       | Metrology Technician III                          | 30.15       |             |
| 23640       | Millwright                                        | 32.40       |             |
| 23710       | Office Appliance Repairer                         | 26.71       |             |
| 23760       | Painter, Maintenance                              | 24.50       |             |
| 23790       | Pipefitter, Maintenance                           | 34.09       |             |
| 23810       | Plumber, Maintenance                              | 31.59       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 28.09       |             |
| 23850       | Rigger                                            | 28.09       |             |
| 23870       | Scale Mechanic                                    | 25.83       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 27.37       |             |
| 23910       | Small Engine Mechanic                             | 23.48       |             |
| 23931       | Telecommunications Mechanic I                     | 28.09       |             |
| 23932       | Telecommunications Mechanic II                    | 29.04       |             |
| 23950       | Telephone Lineman                                 | 28.09       |             |
| 23960       | Welder, Combination, Maintenance                  | 24.31       |             |
| 23965       | Well Driller                                      | 28.09       |             |
| 23970       | Woodcraft Worker                                  | 28.09       |             |
| 23980       | Woodworker                                        | 23.57       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 16.29       | ***         |
| 24570       | Child Care Attendant                              | 13.03       | ***         |
| 24580       | Child Care Center Clerk                           | 16.25       | ***         |
| 24610       | Chore Aide                                        | 12.74       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 16.29       | ***         |
| 24630       | Homemaker                                         | 16.29       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 30.10       |             |
| 25040       | Sewage Plant Operator                             | 28.61       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25070       | Stationary Engineer                            | 30.10       |             |
| 25190       | Ventilation Equipment Tender                   | 23.68       |             |
| 25210       | Water Treatment Plant Operator                 | 28.61       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 19.44       |             |
| 27007       | Baggage Inspector                              | 16.69       | ***         |
| 27008       | Corrections Officer                            | 24.32       |             |
| 27010       | Court Security Officer                         | 24.32       |             |
| 27030       | Detection Dog Handler                          | 19.44       |             |
| 27040       | Detention Officer                              | 24.32       |             |
| 27070       | Firefighter                                    | 24.32       |             |
| 27101       | Guard I                                        | 16.69       | ***         |
| 27102       | Guard II                                       | 19.44       |             |
| 27131       | Police Officer I                               | 31.47       |             |
| 27132       | Police Officer II                              | 34.98       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 17.03       | ***         |
| 28042       | Carnival Equipment Repairer                    | 18.16       |             |
| 28043       | Carnival Worker                                | 13.63       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.51       | ***         |
| 28310       | Lifeguard                                      | 15.59       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.58       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.29       | ***         |
| 28515       | Recreation Specialist                          | 24.27       |             |
| 28630       | Sports Official                                | 15.59       | ***         |
| 28690       | Swimming Pool Operator                         | 19.89       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 25.83       |             |
| 29020       | Hatch Tender                                   | 25.83       |             |
| 29030       | Line Handler                                   | 25.83       |             |
| 29041       | Stevedore I                                    | 24.77       |             |
| 29042       | Stevedore II                                   | 26.71       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 17.25       | ***         |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30022       | Archeological Technician II              | 19.29            |
| 30023       | Archeological Technician III             | 23.43            |
| 30030       | Cartographic Technician                  | 23.91            |
| 30040       | Civil Engineering Technician             | 22.19            |
| 30051       | Cryogenic Technician I                   | 21.59            |
| 30052       | Cryogenic Technician II                  | 23.85            |
| 30061       | Drafter/CAD Operator I                   | 17.25 ***        |
| 30062       | Drafter/CAD Operator II                  | 19.29            |
| 30063       | Drafter/CAD Operator III                 | 21.51            |
| 30064       | Drafter/CAD Operator IV                  | 26.47            |
| 30081       | Engineering Technician I                 | 16.36 ***        |
| 30082       | Engineering Technician II                | 18.36            |
| 30083       | Engineering Technician III               | 20.53            |
| 30084       | Engineering Technician IV                | 25.45            |
| 30085       | Engineering Technician V                 | 31.13            |
| 30086       | Engineering Technician VI                | 37.66            |
| 30090       | Environmental Technician                 | 23.91            |
| 30095       | Evidence Control Specialist              | 19.49            |
| 30210       | Laboratory Technician                    | 29.37            |
| 30221       | Latent Fingerprint Technician I          | 21.59            |
| 30222       | Latent Fingerprint Technician II         | 23.85            |
| 30240       | Mathematical Technician                  | 23.91            |
| 30361       | Paralegal/Legal Assistant I              | 20.37            |
| 30362       | Paralegal/Legal Assistant II             | 25.22            |
| 30363       | Paralegal/Legal Assistant III            | 30.87            |
| 30364       | Paralegal/Legal Assistant IV             | 37.35            |
| 30375       | Petroleum Supply Specialist              | 23.85            |
| 30390       | Photo-Optics Technician                  | 23.91            |
| 30395       | Radiation Control Technician             | 23.85            |
| 30461       | Technical Writer I                       | 23.33            |
| 30462       | Technical Writer II                      | 28.56            |
| 30463       | Technical Writer III                     | 33.42            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 28.73            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 34.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 41.67            |
| 30494       | Unexploded (UXO) Safety Escort           | 28.73            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 28.73            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30501       | Weather Forecaster I                                     | 26.47       |             |
| 30502       | Weather Forecaster II                                    | 32.20       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 21.51       | see 2       |
| 30621       | Weather Observer, Senior                                 | 23.42       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 34.76       |             |
| 31020       | Bus Aide                                                 | 15.05       | ***         |
| 31030       | Bus Driver                                               | 19.44       |             |
| 31043       | Driver Courier                                           | 16.70       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.88       | ***         |
| 31290       | Shuttle Bus Driver                                       | 17.91       |             |
| 31310       | Taxi Driver                                              | 18.45       |             |
| 31361       | Truckdriver, Light                                       | 17.81       |             |
| 31362       | Truckdriver, Medium                                      | 18.72       |             |
| 31363       | Truckdriver, Heavy                                       | 24.76       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.76       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 16.95       | ***         |
| 99030       | Cashier                                                  | 13.74       | ***         |
| 99050       | Desk Clerk                                               | 16.95       | ***         |
| 99095       | Embalmer                                                 | 31.98       |             |
| 99130       | Flight Follower                                          | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I                            | 17.61       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 18.67       |             |
| 99260       | Marketing Analyst                                        | 31.32       |             |
| 99310       | Mortician                                                | 31.98       |             |
| 99410       | Pest Controller                                          | 32.44       |             |
| 99510       | Photofinishing Worker                                    | 15.10       | ***         |
| 99710       | Recycling Laborer                                        | 25.12       |             |
| 99711       | Recycling Specialist                                     | 28.95       |             |
| 99730       | Refuse Collector                                         | 23.17       |             |
| 99810       | Sales Clerk                                              | 14.86       | ***         |
| 99820       | School Crossing Guard                                    | 23.17       |             |
| 99830       | Survey Party Chief                                       | 22.19       |             |
| 99831       | Surveying Aide                                           | 12.68       | ***         |
| 99832       | Surveying Technician                                     | 18.96       |             |
| 99840       | Vending Machine Attendant                                | 28.95       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99841       | Vending Machine Repairer        | 33.81       |             |
| 99842       | Vending Machine Repairer Helper | 28.95       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

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



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

(See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5823**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Mississippi

Area: Mississippi County of Attala

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 16.32 *** |
| 01012 | Accounting Clerk II                             | 18.31     |
| 01013 | Accounting Clerk III                            | 20.48     |
| 01020 | Administrative Assistant                        | 23.85     |
| 01035 | Court Reporter                                  | 17.65 *** |
| 01041 | Customer Service Representative I               | 14.80 *** |
| 01042 | Customer Service Representative II              | 16.15 *** |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01043       | Customer Service Representative III  | 18.14       |             |
| 01051       | Data Entry Operator I                | 14.97       | ***         |
| 01052       | Data Entry Operator II               | 16.34       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 20.21       |             |
| 01070       | Document Preparation Clerk           | 15.14       | ***         |
| 01090       | Duplicating Machine Operator         | 15.14       | ***         |
| 01111       | General Clerk I                      | 14.17       | ***         |
| 01112       | General Clerk II                     | 15.46       | ***         |
| 01113       | General Clerk III                    | 17.35       | ***         |
| 01120       | Housing Referral Assistant           | 19.68       |             |
| 01141       | Messenger Courier                    | 13.76       | ***         |
| 01191       | Order Clerk I                        | 14.74       | ***         |
| 01192       | Order Clerk II                       | 16.08       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 17.57       | ***         |
| 01262       | Personnel Assistant (Employment) II  | 19.65       |             |
| 01263       | Personnel Assistant (Employment) III | 21.92       |             |
| 01270       | Production Control Clerk             | 20.15       |             |
| 01290       | Rental Clerk                         | 13.79       | ***         |
| 01300       | Scheduler, Maintenance               | 15.78       | ***         |
| 01311       | Secretary I                          | 15.78       | ***         |
| 01312       | Secretary II                         | 17.65       | ***         |
| 01313       | Secretary III                        | 19.68       |             |
| 01320       | Service Order Dispatcher             | 18.06       |             |
| 01410       | Supply Technician                    | 23.85       |             |
| 01420       | Survey Worker                        | 15.03       | ***         |
| 01460       | Switchboard Operator/Receptionist    | 13.87       | ***         |
| 01531       | Travel Clerk I                       | 13.99       | ***         |
| 01532       | Travel Clerk II                      | 14.89       | ***         |
| 01533       | Travel Clerk III                     | 16.71       | ***         |
| 01611       | Word Processor I                     | 14.06       | ***         |
| 01612       | Word Processor II                    | 15.78       | ***         |
| 01613       | Word Processor III                   | 17.65       | ***         |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.08       |             |
| 05010       | Automotive Electrician               | 17.13       | ***         |
| 05040       | Automotive Glass Installer           | 16.21       | ***         |
| 05070       | Automotive Worker                    | 16.21       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05110       | Mobile Equipment Servicer                    | 14.24       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 18.03       |             |
| 05160       | Motor Equipment Metal Worker                 | 16.21       | ***         |
| 05190       | Motor Vehicle Mechanic                       | 17.58       | ***         |
| 05220       | Motor Vehicle Mechanic Helper                | 13.16       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 15.14       | ***         |
| 05280       | Motor Vehicle Wrecker                        | 16.21       | ***         |
| 05310       | Painter, Automotive                          | 17.13       | ***         |
| 05340       | Radiator Repair Specialist                   | 16.21       | ***         |
| 05370       | Tire Repairer                                | 14.24       | ***         |
| 05400       | Transmission Repair Specialist               | 18.03       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 12.67       | ***         |
| 07041       | Cook I                                       | 11.04       | ***         |
| 07042       | Cook II                                      | 12.75       | ***         |
| 07070       | Dishwasher                                   | 10.74       | ***         |
| 07130       | Food Service Worker                          | 11.70       | ***         |
| 07210       | Meat Cutter                                  | 16.55       | ***         |
| 07260       | Waiter/Waitress                              | 9.57        | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.80       |             |
| 09040       | Furniture Handler                            | 12.12       | ***         |
| 09080       | Furniture Refinisher                         | 19.58       |             |
| 09090       | Furniture Refinisher Helper                  | 14.66       | ***         |
| 09110       | Furniture Repairer, Minor                    | 17.17       | ***         |
| 09130       | Upholsterer                                  | 19.83       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.68       | ***         |
| 11060       | Elevator Operator                            | 12.34       | ***         |
| 11090       | Gardener                                     | 18.62       |             |
| 11122       | Housekeeping Aide                            | 12.34       | ***         |
| 11150       | Janitor                                      | 12.34       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 14.16       | ***         |
| 11240       | Maid or Houseman                             | 10.68       | ***         |
| 11260       | Pruner                                       | 12.74       | ***         |
| 11270       | Tractor Operator                             | 17.16       | ***         |
| 11330       | Trail Maintenance Worker                     | 14.16       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11360       | Window Cleaner                             | 13.72       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 16.23       | ***         |
| 12011       | Breath Alcohol Technician                  | 20.29       |             |
| 12012       | Certified Occupational Therapist Assistant | 29.72       |             |
| 12015       | Certified Physical Therapist Assistant     | 28.55       |             |
| 12020       | Dental Assistant                           | 17.04       | ***         |
| 12025       | Dental Hygienist                           | 30.51       |             |
| 12030       | EKG Technician                             | 21.41       |             |
| 12035       | Electroneurodiagnostic Technologist        | 21.41       |             |
| 12040       | Emergency Medical Technician               | 16.23       | ***         |
| 12071       | Licensed Practical Nurse I                 | 18.14       |             |
| 12072       | Licensed Practical Nurse II                | 20.29       |             |
| 12073       | Licensed Practical Nurse III               | 22.63       |             |
| 12100       | Medical Assistant                          | 16.34       | ***         |
| 12130       | Medical Laboratory Technician              | 21.74       |             |
| 12160       | Medical Record Clerk                       | 16.16       | ***         |
| 12190       | Medical Record Technician                  | 18.07       |             |
| 12195       | Medical Transcriptionist                   | 18.14       |             |
| 12210       | Nuclear Medicine Technologist              | 33.02       |             |
| 12221       | Nursing Assistant I                        | 12.43       | ***         |
| 12222       | Nursing Assistant II                       | 13.99       | ***         |
| 12223       | Nursing Assistant III                      | 15.27       | ***         |
| 12224       | Nursing Assistant IV                       | 17.13       | ***         |
| 12235       | Optical Dispenser                          | 16.78       | ***         |
| 12236       | Optical Technician                         | 18.14       |             |
| 12250       | Pharmacy Technician                        | 18.14       |             |
| 12280       | Phlebotomist                               | 14.44       | ***         |
| 12305       | Radiologic Technologist                    | 26.13       |             |
| 12311       | Registered Nurse I                         | 26.56       |             |
| 12312       | Registered Nurse II                        | 32.49       |             |
| 12313       | Registered Nurse II, Specialist            | 32.49       |             |
| 12314       | Registered Nurse III                       | 39.30       |             |
| 12315       | Registered Nurse III, Anesthetist          | 39.30       |             |
| 12316       | Registered Nurse IV                        | 47.11       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 25.14       |             |
| 12320       | Substance Abuse Treatment Counselor        | 20.56       |             |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 17.77       |             |
| 13012       | Exhibits Specialist II                               | 22.02       |             |
| 13013       | Exhibits Specialist III                              | 26.93       |             |
| 13041       | Illustrator I                                        | 17.77       |             |
| 13042       | Illustrator II                                       | 22.02       |             |
| 13043       | Illustrator III                                      | 26.93       |             |
| 13047       | Librarian                                            | 24.38       |             |
| 13050       | Library Aide/Clerk                                   | 12.09       | ***         |
| 13054       | Library Information Technology Systems Administrator | 22.02       |             |
| 13058       | Library Technician                                   | 14.46       | ***         |
| 13061       | Media Specialist I                                   | 15.88       | ***         |
| 13062       | Media Specialist II                                  | 17.77       |             |
| 13063       | Media Specialist III                                 | 19.81       |             |
| 13071       | Photographer I                                       | 18.68       |             |
| 13072       | Photographer II                                      | 20.89       |             |
| 13073       | Photographer III                                     | 25.88       |             |
| 13074       | Photographer IV                                      | 31.66       |             |
| 13075       | Photographer V                                       | 38.30       |             |
| 13090       | Technical Order Library Clerk                        | 16.37       | ***         |
| 13110       | Video Teleconference Technician                      | 17.07       | ***         |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 17.67       | ***         |
| 14042       | Computer Operator II                                 | 19.78       |             |
| 14043       | Computer Operator III                                | 22.05       |             |
| 14044       | Computer Operator IV                                 | 27.01       |             |
| 14045       | Computer Operator V                                  | 27.20       |             |
| 14071       | Computer Programmer I                                | 20.13       | see 1       |
| 14072       | Computer Programmer II                               | 24.94       | 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                        | 17.67       | ***         |
| 14160       | Personal Computer Support Technician                 | 27.01       |             |
| 14170       | System Support Specialist                            | 27.02       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.32       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 40.30       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 48.32       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.32       |             |
| 15060       | Educational Technologist                                | 29.43       |             |
| 15070       | Flight Instructor (Pilot)                               | 48.32       |             |
| 15080       | Graphic Artist                                          | 20.31       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 48.32       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 48.32       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 48.32       |             |
| 15090       | Technical Instructor                                    | 21.38       |             |
| 15095       | Technical Instructor/Course Developer                   | 25.93       |             |
| 15110       | Test Proctor                                            | 17.03       | ***         |
| 15120       | Tutor                                                   | 17.03       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.00       | ***         |
| 16030       | Counter Attendant                                       | 10.00       | ***         |
| 16040       | Dry Cleaner                                             | 11.49       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 10.00       | ***         |
| 16090       | Presser, Hand                                           | 10.00       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 10.00       | ***         |
| 16130       | Presser, Machine, Shirts                                | 10.00       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 10.00       | ***         |
| 16190       | Sewing Machine Operator                                 | 11.99       | ***         |
| 16220       | Tailor                                                  | 12.55       | ***         |
| 16250       | Washer, Machine                                         | 10.44       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 20.39       |             |
| 19040       | Tool And Die Maker                                      | 24.96       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 18.79       |             |
| 21030       | Material Coordinator                                    | 20.15       |             |
| 21040       | Material Expediter                                      | 20.15       |             |
| 21050       | Material Handling Laborer                               | 14.81       | ***         |
| 21071       | Order Filler                                            | 15.06       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 18.79       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21110       | Shipping Packer                                   | 16.93       | ***         |
| 21130       | Shipping/Receiving Clerk                          | 16.93       | ***         |
| 21140       | Store Worker I                                    | 13.41       | ***         |
| 21150       | Stock Clerk                                       | 18.43       |             |
| 21210       | Tools And Parts Attendant                         | 18.79       |             |
| 21410       | Warehouse Specialist                              | 18.79       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 28.04       |             |
| 23019       | Aircraft Logs and Records Technician              | 22.34       |             |
| 23021       | Aircraft Mechanic I                               | 26.60       |             |
| 23022       | Aircraft Mechanic II                              | 28.04       |             |
| 23023       | Aircraft Mechanic III                             | 29.37       |             |
| 23040       | Aircraft Mechanic Helper                          | 19.40       |             |
| 23050       | Aircraft, Painter                                 | 24.17       |             |
| 23060       | Aircraft Servicer                                 | 22.34       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 24.17       |             |
| 23080       | Aircraft Worker                                   | 23.94       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 23.94       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 26.60       |             |
| 23110       | Appliance Mechanic                                | 20.92       |             |
| 23120       | Bicycle Repairer                                  | 17.04       | ***         |
| 23125       | Cable Splicer                                     | 31.81       |             |
| 23130       | Carpenter, Maintenance                            | 18.95       |             |
| 23140       | Carpet Layer                                      | 19.69       |             |
| 23160       | Electrician, Maintenance                          | 23.46       |             |
| 23181       | Electronics Technician Maintenance I              | 27.87       |             |
| 23182       | Electronics Technician Maintenance II             | 29.62       |             |
| 23183       | Electronics Technician Maintenance III            | 31.41       |             |
| 23260       | Fabric Worker                                     | 20.77       |             |
| 23290       | Fire Alarm System Mechanic                        | 19.79       |             |
| 23310       | Fire Extinguisher Repairer                        | 17.04       | ***         |
| 23311       | Fuel Distribution System Mechanic                 | 25.48       |             |
| 23312       | Fuel Distribution System Operator                 | 19.55       |             |
| 23370       | General Maintenance Worker                        | 18.43       |             |
| 23380       | Ground Support Equipment Mechanic                 | 26.60       |             |
| 23381       | Ground Support Equipment Servicer                 | 22.34       |             |
| 23382       | Ground Support Equipment Worker                   | 23.94       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23391       | Gunsmith I                                                             | 17.04       | ***         |
| 23392       | Gunsmith II                                                            | 19.69       |             |
| 23393       | Gunsmith III                                                           | 22.19       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 20.80       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 21.91       |             |
| 23430       | Heavy Equipment Mechanic                                               | 24.20       |             |
| 23440       | Heavy Equipment Operator                                               | 20.08       |             |
| 23460       | Instrument Mechanic                                                    | 22.19       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 20.92       |             |
| 23470       | Laborer                                                                | 14.81       | ***         |
| 23510       | Locksmith                                                              | 20.92       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 23.18       |             |
| 23550       | Machinist, Maintenance                                                 | 21.82       |             |
| 23580       | Maintenance Trades Helper                                              | 15.17       | ***         |
| 23591       | Metrology Technician I                                                 | 22.19       |             |
| 23592       | Metrology Technician II                                                | 23.37       |             |
| 23593       | Metrology Technician III                                               | 24.55       |             |
| 23640       | Millwright                                                             | 23.75       |             |
| 23710       | Office Appliance Repairer                                              | 19.75       |             |
| 23760       | Painter, Maintenance                                                   | 17.74       | ***         |
| 23790       | Pipefitter, Maintenance                                                | 24.04       |             |
| 23810       | Plumber, Maintenance                                                   | 22.67       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 22.19       |             |
| 23850       | Rigger                                                                 | 22.19       |             |
| 23870       | Scale Mechanic                                                         | 19.69       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 18.37       |             |
| 23910       | Small Engine Mechanic                                                  | 18.79       |             |
| 23931       | Telecommunications Mechanic I                                          | 30.40       |             |
| 23932       | Telecommunications Mechanic II                                         | 32.02       |             |
| 23950       | Telephone Lineman                                                      | 21.41       |             |
| 23960       | Welder, Combination, Maintenance                                       | 21.93       |             |
| 23965       | Well Driller                                                           | 22.19       |             |
| 23970       | Woodcraft Worker                                                       | 22.19       |             |
| 23980       | Woodworker                                                             | 17.04       | ***         |
| 24000       | Personal Needs Occupations                                             |             |             |
| 24550       | Case Manager                                                           | 13.84       | ***         |
| 24570       | Child Care Attendant                                                   | 10.20       | ***         |

| <b>Code</b>                                          | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|------------------------------------------------------|---------------------------------------------------|-------------|-------------|
| 24580                                                | Child Care Center Clerk                           | 12.72       | ***         |
| 24610                                                | Chore Aide                                        | 10.86       | ***         |
| 24620                                                | Family Readiness And Support Services Coordinator | 13.84       | ***         |
| 24630                                                | Homemaker                                         | 13.84       | ***         |
| 25000 Plant And System Operations Occupations        |                                                   |             |             |
| 25010                                                | Boiler Tender                                     | 23.09       |             |
| 25040                                                | Sewage Plant Operator                             | 20.79       |             |
| 25070                                                | Stationary Engineer                               | 23.09       |             |
| 25190                                                | Ventilation Equipment Tender                      | 16.31       | ***         |
| 25210                                                | Water Treatment Plant Operator                    | 20.79       |             |
| 27000 Protective Service Occupations                 |                                                   |             |             |
| 27004                                                | Alarm Monitor                                     | 14.49       | ***         |
| 27007                                                | Baggage Inspector                                 | 12.73       | ***         |
| 27008                                                | Corrections Officer                               | 14.09       | ***         |
| 27010                                                | Court Security Officer                            | 16.75       | ***         |
| 27030                                                | Detection Dog Handler                             | 14.55       | ***         |
| 27040                                                | Detention Officer                                 | 14.09       | ***         |
| 27070                                                | Firefighter                                       | 16.94       | ***         |
| 27101                                                | Guard I                                           | 12.73       | ***         |
| 27102                                                | Guard II                                          | 14.55       | ***         |
| 27131                                                | Police Officer I                                  | 19.91       |             |
| 27132                                                | Police Officer II                                 | 22.12       |             |
| 28000 Recreation Occupations                         |                                                   |             |             |
| 28041                                                | Carnival Equipment Operator                       | 14.67       | ***         |
| 28042                                                | Carnival Equipment Repairer                       | 15.89       | ***         |
| 28043                                                | Carnival Worker                                   | 10.91       | ***         |
| 28210                                                | Gate Attendant/Gate Tender                        | 15.67       | ***         |
| 28310                                                | Lifeguard                                         | 12.11       | ***         |
| 28350                                                | Park Attendant (Aide)                             | 17.53       | ***         |
| 28510                                                | Recreation Aide/Health Facility Attendant         | 12.80       | ***         |
| 28515                                                | Recreation Specialist                             | 21.72       |             |
| 28630                                                | Sports Official                                   | 13.97       | ***         |
| 28690                                                | Swimming Pool Operator                            | 18.41       |             |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                   |             |             |
| 29010                                                | Blocker And Bracer                                | 22.06       |             |
| 29020                                                | Hatch Tender                                      | 22.06       |             |
| 29030                                                | Line Handler                                      | 22.06       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 29041       | Stevedore I                                    | 20.56       |             |
| 29042       | Stevedore II                                   | 23.44       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 19.07       |             |
| 30022       | Archeological Technician II                    | 21.33       |             |
| 30023       | Archeological Technician III                   | 26.43       |             |
| 30030       | Cartographic Technician                        | 26.43       |             |
| 30040       | Civil Engineering Technician                   | 20.87       |             |
| 30051       | Cryogenic Technician I                         | 29.27       |             |
| 30052       | Cryogenic Technician II                        | 32.33       |             |
| 30061       | Drafter/CAD Operator I                         | 19.07       |             |
| 30062       | Drafter/CAD Operator II                        | 21.33       |             |
| 30063       | Drafter/CAD Operator III                       | 23.79       |             |
| 30064       | Drafter/CAD Operator IV                        | 29.27       |             |
| 30081       | Engineering Technician I                       | 16.48       | ***         |
| 30082       | Engineering Technician II                      | 18.49       |             |
| 30083       | Engineering Technician III                     | 20.68       |             |
| 30084       | Engineering Technician IV                      | 25.63       |             |
| 30085       | Engineering Technician V                       | 31.35       |             |
| 30086       | Engineering Technician VI                      | 37.92       |             |
| 30090       | Environmental Technician                       | 26.43       |             |
| 30095       | Evidence Control Specialist                    | 26.43       |             |
| 30210       | Laboratory Technician                          | 24.80       |             |
| 30221       | Latent Fingerprint Technician I                | 29.27       |             |
| 30222       | Latent Fingerprint Technician II               | 32.33       |             |
| 30240       | Mathematical Technician                        | 26.43       |             |
| 30361       | Paralegal/Legal Assistant I                    | 18.76       |             |
| 30362       | Paralegal/Legal Assistant II                   | 23.25       |             |
| 30363       | Paralegal/Legal Assistant III                  | 28.44       |             |
| 30364       | Paralegal/Legal Assistant IV                   | 33.85       |             |
| 30375       | Petroleum Supply Specialist                    | 32.33       |             |
| 30390       | Photo-Optics Technician                        | 26.43       |             |
| 30395       | Radiation Control Technician                   | 32.33       |             |
| 30461       | Technical Writer I                             | 26.43       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30462       | Technical Writer II                                      | 32.33       |             |
| 30463       | Technical Writer III                                     | 39.12       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 28.73       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 34.76       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 41.67       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 28.73       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 28.73       |             |
| 30501       | Weather Forecaster I                                     | 29.27       |             |
| 30502       | Weather Forecaster II                                    | 35.61       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.79       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.43       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 34.76       |             |
| 31020       | Bus Aide                                                 | 12.99       | ***         |
| 31030       | Bus Driver                                               | 18.38       |             |
| 31043       | Driver Courier                                           | 15.94       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.17       | ***         |
| 31290       | Shuttle Bus Driver                                       | 15.09       | ***         |
| 31310       | Taxi Driver                                              | 10.24       | ***         |
| 31361       | Truckdriver, Light                                       | 17.30       | ***         |
| 31362       | Truckdriver, Medium                                      | 18.63       |             |
| 31363       | Truckdriver, Heavy                                       | 22.99       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 22.99       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 16.95       | ***         |
| 99030       | Cashier                                                  | 10.53       | ***         |
| 99050       | Desk Clerk                                               | 10.71       | ***         |
| 99095       | Embalmer                                                 | 24.65       |             |
| 99130       | Flight Follower                                          | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I                            | 14.30       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 15.52       | ***         |
| 99260       | Marketing Analyst                                        | 24.81       |             |
| 99310       | Mortician                                                | 24.65       |             |
| 99410       | Pest Controller                                          | 19.64       |             |
| 99510       | Photofinishing Worker                                    | 15.10       | ***         |
| 99710       | Recycling Laborer                                        | 18.25       |             |
| 99711       | Recycling Specialist                                     | 22.11       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99730       | Refuse Collector                | 16.42       | ***         |
| 99810       | Sales Clerk                     | 12.95       | ***         |
| 99820       | School Crossing Guard           | 14.94       | ***         |
| 99830       | Survey Party Chief              | 26.05       |             |
| 99831       | Surveying Aide                  | 18.96       |             |
| 99832       | Surveying Technician            | 23.68       |             |
| 99840       | Vending Machine Attendant       | 17.05       | ***         |
| 99841       | Vending Machine Repairer        | 21.43       |             |
| 99842       | Vending Machine Repairer Helper | 17.05       | ***         |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section

13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5825**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Indiana

Area: Indiana County of Union

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01011       | Accounting Clerk I                   | 18.08       |             |
| 01012       | Accounting Clerk II                  | 20.29       |             |
| 01013       | Accounting Clerk III                 | 22.69       |             |
| 01020       | Administrative Assistant             | 30.36       |             |
| 01035       | Court Reporter                       | 26.46       |             |
| 01041       | Customer Service Representative I    | 15.43       | ***         |
| 01042       | Customer Service Representative II   | 16.84       | ***         |
| 01043       | Customer Service Representative III  | 18.90       |             |
| 01051       | Data Entry Operator I                | 16.61       | ***         |
| 01052       | Data Entry Operator II               | 18.12       |             |
| 01060       | Dispatcher, Motor Vehicle            | 22.65       |             |
| 01070       | Document Preparation Clerk           | 20.01       |             |
| 01090       | Duplicating Machine Operator         | 20.01       |             |
| 01111       | General Clerk I                      | 15.92       | ***         |
| 01112       | General Clerk II                     | 17.37       | ***         |
| 01113       | General Clerk III                    | 19.49       |             |
| 01120       | Housing Referral Assistant           | 23.82       |             |
| 01141       | Messenger Courier                    | 18.02       |             |
| 01191       | Order Clerk I                        | 20.44       |             |
| 01192       | Order Clerk II                       | 22.31       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.35       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.53       |             |
| 01263       | Personnel Assistant (Employment) III | 22.89       |             |
| 01270       | Production Control Clerk             | 27.73       |             |
| 01290       | Rental Clerk                         | 17.13       | ***         |
| 01300       | Scheduler, Maintenance               | 19.10       |             |
| 01311       | Secretary I                          | 19.10       |             |
| 01312       | Secretary II                         | 21.36       |             |
| 01313       | Secretary III                        | 23.82       |             |
| 01320       | Service Order Dispatcher             | 20.25       |             |
| 01410       | Supply Technician                    | 30.36       |             |
| 01420       | Survey Worker                        | 18.43       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.68       | ***         |
| 01531       | Travel Clerk I                       | 16.59       | ***         |
| 01532       | Travel Clerk II                      | 18.49       |             |
| 01533       | Travel Clerk III                     | 20.65       |             |
| 01611       | Word Processor I                     | 18.67       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01612       | Word Processor II                            | 20.95       |             |
| 01613       | Word Processor III                           | 23.43       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 23.71       |             |
| 05010       | Automotive Electrician                       | 21.65       |             |
| 05040       | Automotive Glass Installer                   | 20.72       |             |
| 05070       | Automotive Worker                            | 20.72       |             |
| 05110       | Mobile Equipment Servicer                    | 18.42       |             |
| 05130       | Motor Equipment Metal Mechanic               | 22.45       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.72       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.45       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.11       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.59       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.72       |             |
| 05310       | Painter, Automotive                          | 21.65       |             |
| 05340       | Radiator Repair Specialist                   | 20.72       |             |
| 05370       | Tire Repairer                                | 17.50       | ***         |
| 05400       | Transmission Repair Specialist               | 22.45       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 17.60       | ***         |
| 07041       | Cook I                                       | 17.04       | ***         |
| 07042       | Cook II                                      | 19.17       |             |
| 07070       | Dishwasher                                   | 13.61       | ***         |
| 07130       | Food Service Worker                          | 14.23       | ***         |
| 07210       | Meat Cutter                                  | 18.48       |             |
| 07260       | Waiter/Waitress                              | 12.05       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.25       |             |
| 09040       | Furniture Handler                            | 14.33       | ***         |
| 09080       | Furniture Refinisher                         | 21.58       |             |
| 09090       | Furniture Refinisher Helper                  | 17.11       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.60       |             |
| 09130       | Upholsterer                                  | 21.91       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 17.63       | ***         |
| 11060       | Elevator Operator                            | 16.27       | ***         |
| 11090       | Gardener                                     | 22.05       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11122       | Housekeeping Aide                          | 16.27       | ***         |
| 11150       | Janitor                                    | 16.27       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 17.46       | ***         |
| 11240       | Maid or Houseman                           | 14.13       | ***         |
| 11260       | Pruner                                     | 15.95       | ***         |
| 11270       | Tractor Operator                           | 20.48       |             |
| 11330       | Trail Maintenance Worker                   | 17.46       | ***         |
| 11360       | Window Cleaner                             | 18.00       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 19.44       |             |
| 12011       | Breath Alcohol Technician                  | 27.20       |             |
| 12012       | Certified Occupational Therapist Assistant | 31.02       |             |
| 12015       | Certified Physical Therapist Assistant     | 30.61       |             |
| 12020       | Dental Assistant                           | 23.83       |             |
| 12025       | Dental Hygienist                           | 40.57       |             |
| 12030       | EKG Technician                             | 36.64       |             |
| 12035       | Electroneurodiagnostic Technologist        | 36.64       |             |
| 12040       | Emergency Medical Technician               | 19.44       |             |
| 12071       | Licensed Practical Nurse I                 | 24.31       |             |
| 12072       | Licensed Practical Nurse II                | 27.20       |             |
| 12073       | Licensed Practical Nurse III               | 30.31       |             |
| 12100       | Medical Assistant                          | 19.16       |             |
| 12130       | Medical Laboratory Technician              | 27.26       |             |
| 12160       | Medical Record Clerk                       | 20.92       |             |
| 12190       | Medical Record Technician                  | 23.40       |             |
| 12195       | Medical Transcriptionist                   | 23.20       |             |
| 12210       | Nuclear Medicine Technologist              | 47.55       |             |
| 12221       | Nursing Assistant I                        | 13.44       | ***         |
| 12222       | Nursing Assistant II                       | 15.12       | ***         |
| 12223       | Nursing Assistant III                      | 16.50       | ***         |
| 12224       | Nursing Assistant IV                       | 18.52       |             |
| 12235       | Optical Dispenser                          | 23.53       |             |
| 12236       | Optical Technician                         | 19.76       |             |
| 12250       | Pharmacy Technician                        | 18.60       |             |
| 12280       | Phlebotomist                               | 18.87       |             |
| 12305       | Radiologic Technologist                    | 34.23       |             |
| 12311       | Registered Nurse I                         | 26.25       |             |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12312       | Registered Nurse II                                  | 32.11       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.11       |             |
| 12314       | Registered Nurse III                                 | 38.85       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 38.85       |             |
| 12316       | Registered Nurse IV                                  | 46.57       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 33.69       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.97       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 22.94       |             |
| 13012       | Exhibits Specialist II                               | 28.42       |             |
| 13013       | Exhibits Specialist III                              | 34.77       |             |
| 13041       | Illustrator I                                        | 24.07       |             |
| 13042       | Illustrator II                                       | 29.82       |             |
| 13043       | Illustrator III                                      | 36.48       |             |
| 13047       | Librarian                                            | 30.23       |             |
| 13050       | Library Aide/Clerk                                   | 14.71       | ***         |
| 13054       | Library Information Technology Systems Administrator | 27.30       |             |
| 13058       | Library Technician                                   | 17.50       | ***         |
| 13061       | Media Specialist I                                   | 19.70       |             |
| 13062       | Media Specialist II                                  | 22.03       |             |
| 13063       | Media Specialist III                                 | 24.56       |             |
| 13071       | Photographer I                                       | 18.62       |             |
| 13072       | Photographer II                                      | 20.84       |             |
| 13073       | Photographer III                                     | 25.81       |             |
| 13074       | Photographer IV                                      | 31.57       |             |
| 13075       | Photographer V                                       | 38.19       |             |
| 13090       | Technical Order Library Clerk                        | 18.32       |             |
| 13110       | Video Teleconference Technician                      | 23.64       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 20.35       |             |
| 14042       | Computer Operator II                                 | 22.77       |             |
| 14043       | Computer Operator III                                | 25.39       |             |
| 14044       | Computer Operator IV                                 | 28.21       |             |
| 14045       | Computer Operator V                                  | 31.24       |             |
| 14071       | Computer Programmer I                                |             | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 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                           | 20.35       |             |
| 14160       | Personal Computer Support Technician                    | 28.21       |             |
| 14170       | System Support Specialist                               | 31.24       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 34.51       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.75       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 50.05       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 34.51       |             |
| 15060       | Educational Technologist                                | 36.66       |             |
| 15070       | Flight Instructor (Pilot)                               | 50.05       |             |
| 15080       | Graphic Artist                                          | 25.35       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.05       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.05       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.05       |             |
| 15090       | Technical Instructor                                    | 24.80       |             |
| 15095       | Technical Instructor/Course Developer                   | 30.34       |             |
| 15110       | Test Proctor                                            | 20.02       |             |
| 15120       | Tutor                                                   | 20.02       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.17       | ***         |
| 16030       | Counter Attendant                                       | 12.17       | ***         |
| 16040       | Dry Cleaner                                             | 14.99       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.17       | ***         |
| 16090       | Presser, Hand                                           | 12.17       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.17       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.17       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.17       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.04       | ***         |
| 16220       | Tailor                                                  | 17.07       | ***         |
| 16250       | Washer, Machine                                         | 12.84       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.69       |             |
| 19040       | Tool And Die Maker                                      | 30.84       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21000       | Materials Handling And Packing Occupations        |                  |
| 21020       | Forklift Operator                                 | 21.80            |
| 21030       | Material Coordinator                              | 27.73            |
| 21040       | Material Expediter                                | 27.73            |
| 21050       | Material Handling Laborer                         | 18.74            |
| 21071       | Order Filler                                      | 17.62 ***        |
| 21080       | Production Line Worker (Food Processing)          | 21.80            |
| 21110       | Shipping Packer                                   | 21.29            |
| 21130       | Shipping/Receiving Clerk                          | 21.29            |
| 21140       | Store Worker I                                    | 17.27 ***        |
| 21150       | Stock Clerk                                       | 23.13            |
| 21210       | Tools And Parts Attendant                         | 21.80            |
| 21410       | Warehouse Specialist                              | 21.80            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 38.46            |
| 23019       | Aircraft Logs and Records Technician              | 32.36            |
| 23021       | Aircraft Mechanic I                               | 37.14            |
| 23022       | Aircraft Mechanic II                              | 38.46            |
| 23023       | Aircraft Mechanic III                             | 39.79            |
| 23040       | Aircraft Mechanic Helper                          | 28.27            |
| 23050       | Aircraft, Painter                                 | 35.79            |
| 23060       | Aircraft Servicer                                 | 32.36            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 35.79            |
| 23080       | Aircraft Worker                                   | 34.23            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 34.23            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 37.14            |
| 23110       | Appliance Mechanic                                | 23.61            |
| 23120       | Bicycle Repairer                                  | 25.62            |
| 23125       | Cable Splicer                                     | 47.31            |
| 23130       | Carpenter, Maintenance                            | 25.43            |
| 23140       | Carpet Layer                                      | 26.11            |
| 23160       | Electrician, Maintenance                          | 30.22            |
| 23181       | Electronics Technician Maintenance I              | 32.92            |
| 23182       | Electronics Technician Maintenance II             | 34.41            |
| 23183       | Electronics Technician Maintenance III            | 35.75            |
| 23260       | Fabric Worker                                     | 27.24            |
| 23290       | Fire Alarm System Mechanic                        | 27.45            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23310       | Fire Extinguisher Repairer                                             | 25.62            |
| 23311       | Fuel Distribution System Mechanic                                      | 36.62            |
| 23312       | Fuel Distribution System Operator                                      | 29.97            |
| 23370       | General Maintenance Worker                                             | 23.91            |
| 23380       | Ground Support Equipment Mechanic                                      | 37.14            |
| 23381       | Ground Support Equipment Servicer                                      | 32.36            |
| 23382       | Ground Support Equipment Worker                                        | 34.23            |
| 23391       | Gunsmith I                                                             | 25.62            |
| 23392       | Gunsmith II                                                            | 28.82            |
| 23393       | Gunsmith III                                                           | 31.30            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 27.60            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 28.58            |
| 23430       | Heavy Equipment Mechanic                                               | 29.96            |
| 23440       | Heavy Equipment Operator                                               | 30.05            |
| 23460       | Instrument Mechanic                                                    | 32.31            |
| 23465       | Laboratory/Shelter Mechanic                                            | 30.12            |
| 23470       | Laborer                                                                | 18.74            |
| 23510       | Locksmith                                                              | 25.87            |
| 23530       | Machinery Maintenance Mechanic                                         | 30.70            |
| 23550       | Machinist, Maintenance                                                 | 26.27            |
| 23580       | Maintenance Trades Helper                                              | 17.67 ***        |
| 23591       | Metrology Technician I                                                 | 32.31            |
| 23592       | Metrology Technician II                                                | 33.46            |
| 23593       | Metrology Technician III                                               | 34.62            |
| 23640       | Millwright                                                             | 36.44            |
| 23710       | Office Appliance Repairer                                              | 23.99            |
| 23760       | Painter, Maintenance                                                   | 24.84            |
| 23790       | Pipefitter, Maintenance                                                | 32.98            |
| 23810       | Plumber, Maintenance                                                   | 31.74            |
| 23820       | Pneudraulic Systems Mechanic                                           | 31.30            |
| 23850       | Rigger                                                                 | 34.14            |
| 23870       | Scale Mechanic                                                         | 28.82            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 28.83            |
| 23910       | Small Engine Mechanic                                                  | 21.98            |
| 23931       | Telecommunications Mechanic I                                          | 29.80            |
| 23932       | Telecommunications Mechanic II                                         | 30.86            |
| 23950       | Telephone Lineman                                                      | 27.49            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23960       | Welder, Combination, Maintenance                  | 23.39       |             |
| 23965       | Well Driller                                      | 31.30       |             |
| 23970       | Woodcraft Worker                                  | 31.30       |             |
| 23980       | Woodworker                                        | 25.62       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.13       |             |
| 24570       | Child Care Attendant                              | 14.02       | ***         |
| 24580       | Child Care Center Clerk                           | 17.49       | ***         |
| 24610       | Chore Aide                                        | 14.60       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.13       |             |
| 24630       | Homemaker                                         | 19.13       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 34.42       |             |
| 25040       | Sewage Plant Operator                             | 27.76       |             |
| 25070       | Stationary Engineer                               | 34.42       |             |
| 25190       | Ventilation Equipment Tender                      | 26.22       |             |
| 25210       | Water Treatment Plant Operator                    | 27.76       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 25.62       |             |
| 27007       | Baggage Inspector                                 | 17.71       | ***         |
| 27008       | Corrections Officer                               | 24.71       |             |
| 27010       | Court Security Officer                            | 24.82       |             |
| 27030       | Detection Dog Handler                             | 20.33       |             |
| 27040       | Detention Officer                                 | 24.71       |             |
| 27070       | Firefighter                                       | 27.37       |             |
| 27101       | Guard I                                           | 17.71       | ***         |
| 27102       | Guard II                                          | 20.33       |             |
| 27131       | Police Officer I                                  | 34.64       |             |
| 27132       | Police Officer II                                 | 38.49       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 15.64       | ***         |
| 28042       | Carnival Equipment Repairer                       | 16.83       | ***         |
| 28043       | Carnival Worker                                   | 12.27       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 16.79       | ***         |
| 28310       | Lifeguard                                         | 12.53       | ***         |
| 28350       | Park Attendant (Aide)                             | 18.78       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 13.71       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 28515       | Recreation Specialist                          | 23.27       |             |
| 28630       | Sports Official                                | 14.96       | ***         |
| 28690       | Swimming Pool Operator                         | 20.04       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 30.42       |             |
| 29020       | Hatch Tender                                   | 30.42       |             |
| 29030       | Line Handler                                   | 30.42       |             |
| 29041       | Stevedore I                                    | 28.75       |             |
| 29042       | Stevedore II                                   | 31.80       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 47.09       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.48       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.76       | see 2       |
| 30021       | Archeological Technician I                     | 19.46       |             |
| 30022       | Archeological Technician II                    | 21.76       |             |
| 30023       | Archeological Technician III                   | 26.96       |             |
| 30030       | Cartographic Technician                        | 26.96       |             |
| 30040       | Civil Engineering Technician                   | 28.64       |             |
| 30051       | Cryogenic Technician I                         | 29.86       |             |
| 30052       | Cryogenic Technician II                        | 32.98       |             |
| 30061       | Drafter/CAD Operator I                         | 19.46       |             |
| 30062       | Drafter/CAD Operator II                        | 21.76       |             |
| 30063       | Drafter/CAD Operator III                       | 24.27       |             |
| 30064       | Drafter/CAD Operator IV                        | 29.86       |             |
| 30081       | Engineering Technician I                       | 18.36       |             |
| 30082       | Engineering Technician II                      | 20.61       |             |
| 30083       | Engineering Technician III                     | 23.06       |             |
| 30084       | Engineering Technician IV                      | 28.56       |             |
| 30085       | Engineering Technician V                       | 34.94       |             |
| 30086       | Engineering Technician VI                      | 42.27       |             |
| 30090       | Environmental Technician                       | 26.77       |             |
| 30095       | Evidence Control Specialist                    | 26.96       |             |
| 30210       | Laboratory Technician                          | 26.42       |             |
| 30221       | Latent Fingerprint Technician I                | 29.12       |             |
| 30222       | Latent Fingerprint Technician II               | 32.16       |             |
| 30240       | Mathematical Technician                        | 28.04       |             |
| 30361       | Paralegal/Legal Assistant I                    | 23.21       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30362       | Paralegal/Legal Assistant II                             | 28.77       |             |
| 30363       | Paralegal/Legal Assistant III                            | 35.18       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 42.56       |             |
| 30375       | Petroleum Supply Specialist                              | 32.98       |             |
| 30390       | Photo-Optics Technician                                  | 26.96       |             |
| 30395       | Radiation Control Technician                             | 32.98       |             |
| 30461       | Technical Writer I                                       | 27.41       |             |
| 30462       | Technical Writer II                                      | 33.53       |             |
| 30463       | Technical Writer III                                     | 40.56       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.93       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.21       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 43.41       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.93       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.93       |             |
| 30501       | Weather Forecaster I                                     | 29.86       |             |
| 30502       | Weather Forecaster II                                    | 36.32       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.27       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.96       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 36.21       |             |
| 31020       | Bus Aide                                                 | 19.59       |             |
| 31030       | Bus Driver                                               | 26.31       |             |
| 31043       | Driver Courier                                           | 19.21       |             |
| 31260       | Parking and Lot Attendant                                | 13.64       | ***         |
| 31290       | Shuttle Bus Driver                                       | 18.11       |             |
| 31310       | Taxi Driver                                              | 13.86       | ***         |
| 31361       | Truckdriver, Light                                       | 20.68       |             |
| 31362       | Truckdriver, Medium                                      | 21.99       |             |
| 31363       | Truckdriver, Heavy                                       | 26.74       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 26.74       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.66       | ***         |
| 99030       | Cashier                                                  | 13.47       | ***         |
| 99050       | Desk Clerk                                               | 13.99       | ***         |
| 99095       | Embalmer                                                 | 34.47       |             |
| 99130       | Flight Follower                                          | 29.93       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.32       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99252       | Laboratory Animal Caretaker II  | 17.54       | ***         |
| 99260       | Marketing Analyst               | 32.95       |             |
| 99310       | Mortician                       | 34.47       |             |
| 99410       | Pest Controller                 | 21.70       |             |
| 99510       | Photofinishing Worker           | 19.73       |             |
| 99710       | Recycling Laborer               | 26.23       |             |
| 99711       | Recycling Specialist            | 31.32       |             |
| 99730       | Refuse Collector                | 23.71       |             |
| 99810       | Sales Clerk                     | 14.66       | ***         |
| 99820       | School Crossing Guard           | 16.64       | ***         |
| 99830       | Survey Party Chief              | 30.20       |             |
| 99831       | Surveying Aide                  | 15.52       | ***         |
| 99832       | Surveying Technician            | 23.75       |             |
| 99840       | Vending Machine Attendant       | 17.30       | ***         |
| 99841       | Vending Machine Repairer        | 20.79       |             |
| 99842       | Vending Machine Repairer Helper | 17.30       | ***         |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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# **Wage Determination No. : 2015-5827**

## REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 04/23/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Pennsylvania

Area: Pennsylvania County of Columbia

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

## **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.73       | ***         |
| 01012       | Accounting Clerk II                             | 18.77       |             |
| 01013       | Accounting Clerk III                            | 21.00       |             |
| 01020       | Administrative Assistant                        | 30.21       |             |
| 01035       | Court Reporter                                  | 21.39       |             |
| 01041       | Customer Service Representative I               | 15.27       | ***         |
| 01042       | Customer Service Representative II              | 16.66       | ***         |
| 01043       | Customer Service Representative III             | 18.70       |             |
| 01051       | Data Entry Operator I                           | 16.51       | ***         |
| 01052       | Data Entry Operator II                          | 18.02       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 22.34       |             |
| 01070       | Document Preparation Clerk                      | 17.03       | ***         |
| 01090       | Duplicating Machine Operator                    | 17.03       | ***         |
| 01111       | General Clerk I                                 | 16.33       | ***         |
| 01112       | General Clerk II                                | 17.82       |             |
| 01113       | General Clerk III                               | 20.00       |             |
| 01120       | Housing Referral Assistant                      | 23.84       |             |
| 01141       | Messenger Courier                               | 17.17       | ***         |
| 01191       | Order Clerk I                                   | 16.88       | ***         |
| 01192       | Order Clerk II                                  | 18.42       |             |
| 01261       | Personnel Assistant (Employment) I              | 20.35       |             |
| 01262       | Personnel Assistant (Employment) II             | 22.77       |             |
| 01263       | Personnel Assistant (Employment) III            | 25.39       |             |
| 01270       | Production Control Clerk                        | 24.71       |             |
| 01290       | Rental Clerk                                    | 17.97       |             |
| 01300       | Scheduler, Maintenance                          | 19.12       |             |
| 01311       | Secretary I                                     | 19.12       |             |
| 01312       | Secretary II                                    | 21.39       |             |
| 01313       | Secretary III                                   | 23.84       |             |
| 01320       | Service Order Dispatcher                        | 19.97       |             |
| 01410       | Supply Technician                               | 30.21       |             |
| 01420       | Survey Worker                                   | 19.81       |             |
| 01460       | Switchboard Operator/Receptionist               | 16.47       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01531       | Travel Clerk I                               | 16.80       | ***         |
| 01532       | Travel Clerk II                              | 17.91       |             |
| 01533       | Travel Clerk III                             | 20.45       |             |
| 01611       | Word Processor I                             | 17.51       | ***         |
| 01612       | Word Processor II                            | 19.66       |             |
| 01613       | Word Processor III                           | 22.00       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 22.31       |             |
| 05010       | Automotive Electrician                       | 21.30       |             |
| 05040       | Automotive Glass Installer                   | 20.25       |             |
| 05070       | Automotive Worker                            | 20.25       |             |
| 05110       | Mobile Equipment Servicer                    | 18.13       |             |
| 05130       | Motor Equipment Metal Mechanic               | 22.28       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.25       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.28       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.02       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.21       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.25       |             |
| 05310       | Painter, Automotive                          | 21.30       |             |
| 05340       | Radiator Repair Specialist                   | 20.25       |             |
| 05370       | Tire Repairer                                | 17.86       |             |
| 05400       | Transmission Repair Specialist               | 22.28       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.76       | ***         |
| 07041       | Cook I                                       | 16.50       | ***         |
| 07042       | Cook II                                      | 17.91       |             |
| 07070       | Dishwasher                                   | 12.83       | ***         |
| 07130       | Food Service Worker                          | 13.33       | ***         |
| 07210       | Meat Cutter                                  | 17.72       | ***         |
| 07260       | Waiter/Waitress                              | 13.42       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.96       |             |
| 09040       | Furniture Handler                            | 16.47       | ***         |
| 09080       | Furniture Refinisher                         | 21.96       |             |
| 09090       | Furniture Refinisher Helper                  | 18.47       |             |
| 09110       | Furniture Repairer, Minor                    | 20.22       |             |
| 09130       | Upholsterer                                  | 21.96       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11000       | General Services And Support Occupations   |             |             |
| 11030       | Cleaner, Vehicles                          | 17.01       | ***         |
| 11060       | Elevator Operator                          | 16.82       | ***         |
| 11090       | Gardener                                   | 20.23       |             |
| 11122       | Housekeeping Aide                          | 16.82       | ***         |
| 11150       | Janitor                                    | 16.82       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 17.18       | ***         |
| 11240       | Maid or Houseman                           | 14.16       | ***         |
| 11260       | Pruner                                     | 16.15       | ***         |
| 11270       | Tractor Operator                           | 19.27       |             |
| 11330       | Trail Maintenance Worker                   | 17.18       | ***         |
| 11360       | Window Cleaner                             | 17.74       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 20.32       |             |
| 12011       | Breath Alcohol Technician                  | 25.23       |             |
| 12012       | Certified Occupational Therapist Assistant | 32.25       |             |
| 12015       | Certified Physical Therapist Assistant     | 31.03       |             |
| 12020       | Dental Assistant                           | 22.16       |             |
| 12025       | Dental Hygienist                           | 34.86       |             |
| 12030       | EKG Technician                             | 38.22       |             |
| 12035       | Electroneurodiagnostic Technologist        | 38.22       |             |
| 12040       | Emergency Medical Technician               | 20.32       |             |
| 12071       | Licensed Practical Nurse I                 | 22.56       |             |
| 12072       | Licensed Practical Nurse II                | 25.23       |             |
| 12073       | Licensed Practical Nurse III               | 28.12       |             |
| 12100       | Medical Assistant                          | 19.00       |             |
| 12130       | Medical Laboratory Technician              | 23.67       |             |
| 12160       | Medical Record Clerk                       | 21.13       |             |
| 12190       | Medical Record Technician                  | 23.63       |             |
| 12195       | Medical Transcriptionist                   | 21.01       |             |
| 12210       | Nuclear Medicine Technologist              | 55.45       |             |
| 12221       | Nursing Assistant I                        | 13.80       | ***         |
| 12222       | Nursing Assistant II                       | 15.53       | ***         |
| 12223       | Nursing Assistant III                      | 16.94       | ***         |
| 12224       | Nursing Assistant IV                       | 19.01       |             |
| 12235       | Optical Dispenser                          | 23.50       |             |
| 12236       | Optical Technician                         | 22.56       |             |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12250       | Pharmacy Technician                                  | 17.81       |             |
| 12280       | Phlebotomist                                         | 19.64       |             |
| 12305       | Radiologic Technologist                              | 35.62       |             |
| 12311       | Registered Nurse I                                   | 26.40       |             |
| 12312       | Registered Nurse II                                  | 32.29       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.29       |             |
| 12314       | Registered Nurse III                                 | 39.07       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.07       |             |
| 12316       | Registered Nurse IV                                  | 46.84       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.25       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 22.72       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.11       |             |
| 13012       | Exhibits Specialist II                               | 24.92       |             |
| 13013       | Exhibits Specialist III                              | 30.48       |             |
| 13041       | Illustrator I                                        | 20.11       |             |
| 13042       | Illustrator II                                       | 24.92       |             |
| 13043       | Illustrator III                                      | 30.48       |             |
| 13047       | Librarian                                            | 27.59       |             |
| 13050       | Library Aide/Clerk                                   | 12.76       | ***         |
| 13054       | Library Information Technology Systems Administrator | 24.90       |             |
| 13058       | Library Technician                                   | 17.35       | ***         |
| 13061       | Media Specialist I                                   | 15.83       | ***         |
| 13062       | Media Specialist II                                  | 17.71       | ***         |
| 13063       | Media Specialist III                                 | 19.73       |             |
| 13071       | Photographer I                                       | 16.86       | ***         |
| 13072       | Photographer II                                      | 18.88       |             |
| 13073       | Photographer III                                     | 23.39       |             |
| 13074       | Photographer IV                                      | 28.59       |             |
| 13075       | Photographer V                                       | 34.61       |             |
| 13090       | Technical Order Library Clerk                        | 17.50       | ***         |
| 13110       | Video Teleconference Technician                      | 19.27       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 19.79       |             |
| 14042       | Computer Operator II                                 | 22.13       |             |
| 14043       | Computer Operator III                                | 24.79       |             |
| 14044       | Computer Operator IV                                 | 27.42       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14045       | Computer Operator V                                     | 30.43       |             |
| 14071       | Computer Programmer I                                   | 22.58       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 19.79       |             |
| 14160       | Personal Computer Support Technician                    | 27.42       |             |
| 14170       | System Support Specialist                               | 32.05       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 32.76       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 39.66       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 47.50       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.76       |             |
| 15060       | Educational Technologist                                | 32.48       |             |
| 15070       | Flight Instructor (Pilot)                               | 47.50       |             |
| 15080       | Graphic Artist                                          | 26.44       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 47.50       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 47.50       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 47.50       |             |
| 15090       | Technical Instructor                                    | 25.57       |             |
| 15095       | Technical Instructor/Course Developer                   | 31.27       |             |
| 15110       | Test Proctor                                            | 20.64       |             |
| 15120       | Tutor                                                   | 20.64       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.15       | ***         |
| 16030       | Counter Attendant                                       | 12.15       | ***         |
| 16040       | Dry Cleaner                                             | 15.62       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.15       | ***         |
| 16090       | Presser, Hand                                           | 12.15       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.15       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.15       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.15       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.63       | ***         |
| 16220       | Tailor                                                  | 17.53       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 16250       | Washer, Machine                                   | 13.30 ***        |
| 19000       | Machine Tool Operation And Repair Occupations     |                  |
| 19010       | Machine-Tool Operator (Tool Room)                 | 24.08            |
| 19040       | Tool And Die Maker                                | 27.72            |
| 21000       | Materials Handling And Packing Occupations        |                  |
| 21020       | Forklift Operator                                 | 22.79            |
| 21030       | Material Coordinator                              | 24.71            |
| 21040       | Material Expediter                                | 24.71            |
| 21050       | Material Handling Laborer                         | 18.35            |
| 21071       | Order Filler                                      | 17.81            |
| 21080       | Production Line Worker (Food Processing)          | 22.79            |
| 21110       | Shipping Packer                                   | 22.29            |
| 21130       | Shipping/Receiving Clerk                          | 22.29            |
| 21140       | Store Worker I                                    | 17.97            |
| 21150       | Stock Clerk                                       | 21.18            |
| 21210       | Tools And Parts Attendant                         | 22.79            |
| 21410       | Warehouse Specialist                              | 22.79            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 28.63            |
| 23019       | Aircraft Logs and Records Technician              | 24.39            |
| 23021       | Aircraft Mechanic I                               | 27.57            |
| 23022       | Aircraft Mechanic II                              | 28.63            |
| 23023       | Aircraft Mechanic III                             | 29.54            |
| 23040       | Aircraft Mechanic Helper                          | 22.32            |
| 23050       | Aircraft, Painter                                 | 26.49            |
| 23060       | Aircraft Servicer                                 | 24.39            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 26.49            |
| 23080       | Aircraft Worker                                   | 25.38            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 25.38            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 27.57            |
| 23110       | Appliance Mechanic                                | 24.08            |
| 23120       | Bicycle Repairer                                  | 23.43            |
| 23125       | Cable Splicer                                     | 31.90            |
| 23130       | Carpenter, Maintenance                            | 23.97            |
| 23140       | Carpet Layer                                      | 25.38            |
| 23160       | Electrician, Maintenance                          | 28.34            |
| 23181       | Electronics Technician Maintenance I              | 25.43            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23182       | Electronics Technician Maintenance II                                  | 26.53            |
| 23183       | Electronics Technician Maintenance III                                 | 27.61            |
| 23260       | Fabric Worker                                                          | 24.39            |
| 23290       | Fire Alarm System Mechanic                                             | 27.57            |
| 23310       | Fire Extinguisher Repairer                                             | 23.43            |
| 23311       | Fuel Distribution System Mechanic                                      | 27.57            |
| 23312       | Fuel Distribution System Operator                                      | 23.43            |
| 23370       | General Maintenance Worker                                             | 22.64            |
| 23380       | Ground Support Equipment Mechanic                                      | 27.57            |
| 23381       | Ground Support Equipment Servicer                                      | 24.39            |
| 23382       | Ground Support Equipment Worker                                        | 25.38            |
| 23391       | Gunsmith I                                                             | 23.43            |
| 23392       | Gunsmith II                                                            | 25.38            |
| 23393       | Gunsmith III                                                           | 27.57            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.10            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.10            |
| 23430       | Heavy Equipment Mechanic                                               | 26.49            |
| 23440       | Heavy Equipment Operator                                               | 23.89            |
| 23460       | Instrument Mechanic                                                    | 27.57            |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.49            |
| 23470       | Laborer                                                                | 18.35            |
| 23510       | Locksmith                                                              | 26.49            |
| 23530       | Machinery Maintenance Mechanic                                         | 29.71            |
| 23550       | Machinist, Maintenance                                                 | 23.01            |
| 23580       | Maintenance Trades Helper                                              | 20.29            |
| 23591       | Metrology Technician I                                                 | 27.57            |
| 23592       | Metrology Technician II                                                | 28.63            |
| 23593       | Metrology Technician III                                               | 29.54            |
| 23640       | Millwright                                                             | 27.57            |
| 23710       | Office Appliance Repairer                                              | 24.08            |
| 23760       | Painter, Maintenance                                                   | 24.08            |
| 23790       | Pipefitter, Maintenance                                                | 29.57            |
| 23810       | Plumber, Maintenance                                                   | 28.23            |
| 23820       | Pneudraulic Systems Mechanic                                           | 27.57            |
| 23850       | Rigger                                                                 | 27.57            |
| 23870       | Scale Mechanic                                                         | 25.38            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 27.61            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23910                                         | Small Engine Mechanic                             | 23.07       |             |
| 23931                                         | Telecommunications Mechanic I                     | 27.61       |             |
| 23932                                         | Telecommunications Mechanic II                    | 28.68       |             |
| 23950                                         | Telephone Lineman                                 | 27.61       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 23.45       |             |
| 23965                                         | Well Driller                                      | 25.06       |             |
| 23970                                         | Woodcraft Worker                                  | 27.57       |             |
| 23980                                         | Woodworker                                        | 23.43       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 23.00       |             |
| 24570                                         | Child Care Attendant                              | 12.90       | ***         |
| 24580                                         | Child Care Center Clerk                           | 16.09       | ***         |
| 24610                                         | Chore Aide                                        | 13.54       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 23.00       |             |
| 24630                                         | Homemaker                                         | 23.00       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 28.96       |             |
| 25040                                         | Sewage Plant Operator                             | 29.40       |             |
| 25070                                         | Stationary Engineer                               | 28.96       |             |
| 25190                                         | Ventilation Equipment Tender                      | 23.36       |             |
| 25210                                         | Water Treatment Plant Operator                    | 29.40       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 22.76       |             |
| 27007                                         | Baggage Inspector                                 | 18.50       |             |
| 27008                                         | Corrections Officer                               | 27.23       |             |
| 27010                                         | Court Security Officer                            | 27.23       |             |
| 27030                                         | Detection Dog Handler                             | 20.69       |             |
| 27040                                         | Detention Officer                                 | 27.23       |             |
| 27070                                         | Firefighter                                       | 27.23       |             |
| 27101                                         | Guard I                                           | 18.50       |             |
| 27102                                         | Guard II                                          | 20.69       |             |
| 27131                                         | Police Officer I                                  | 32.29       |             |
| 27132                                         | Police Officer II                                 | 35.89       |             |
| 28000 Recreation Occupations                  |                                                   |             |             |
| 28041                                         | Carnival Equipment Operator                       | 14.25       | ***         |
| 28042                                         | Carnival Equipment Repairer                       | 14.88       | ***         |
| 28043                                         | Carnival Worker                                   | 12.08       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28210       | Gate Attendant/Gate Tender                     | 17.55 ***        |
| 28310       | Lifeguard                                      | 14.74 ***        |
| 28350       | Park Attendant (Aide)                          | 19.62            |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.32 ***        |
| 28515       | Recreation Specialist                          | 23.49            |
| 28630       | Sports Official                                | 15.63 ***        |
| 28690       | Swimming Pool Operator                         | 19.71            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 25.38            |
| 29020       | Hatch Tender                                   | 25.38            |
| 29030       | Line Handler                                   | 25.38            |
| 29041       | Stevedore I                                    | 24.39            |
| 29042       | Stevedore II                                   | 26.49            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 47.01 see 2      |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.41 see 2      |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.69 see 2      |
| 30021       | Archeological Technician I                     | 17.48 ***        |
| 30022       | Archeological Technician II                    | 19.56            |
| 30023       | Archeological Technician III                   | 23.89            |
| 30030       | Cartographic Technician                        | 23.89            |
| 30040       | Civil Engineering Technician                   | 23.89            |
| 30051       | Cryogenic Technician I                         | 26.84            |
| 30052       | Cryogenic Technician II                        | 29.66            |
| 30061       | Drafter/CAD Operator I                         | 17.48 ***        |
| 30062       | Drafter/CAD Operator II                        | 19.56            |
| 30063       | Drafter/CAD Operator III                       | 21.81            |
| 30064       | Drafter/CAD Operator IV                        | 26.84            |
| 30081       | Engineering Technician I                       | 15.37 ***        |
| 30082       | Engineering Technician II                      | 17.25 ***        |
| 30083       | Engineering Technician III                     | 19.87            |
| 30084       | Engineering Technician IV                      | 24.61            |
| 30085       | Engineering Technician V                       | 29.24            |
| 30086       | Engineering Technician VI                      | 36.67            |
| 30090       | Environmental Technician                       | 25.15            |
| 30095       | Evidence Control Specialist                    | 23.89            |
| 30210       | Laboratory Technician                          | 21.51            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30221       | Latent Fingerprint Technician I                          | 26.84       |             |
| 30222       | Latent Fingerprint Technician II                         | 29.66       |             |
| 30240       | Mathematical Technician                                  | 24.85       |             |
| 30361       | Paralegal/Legal Assistant I                              | 22.34       |             |
| 30362       | Paralegal/Legal Assistant II                             | 27.68       |             |
| 30363       | Paralegal/Legal Assistant III                            | 33.86       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 40.95       |             |
| 30375       | Petroleum Supply Specialist                              | 29.60       |             |
| 30390       | Photo-Optics Technician                                  | 24.61       |             |
| 30395       | Radiation Control Technician                             | 29.24       |             |
| 30461       | Technical Writer I                                       | 23.89       |             |
| 30462       | Technical Writer II                                      | 29.24       |             |
| 30463       | Technical Writer III                                     | 35.38       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.87       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.15       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 43.32       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.87       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.87       |             |
| 30501       | Weather Forecaster I                                     | 26.84       |             |
| 30502       | Weather Forecaster II                                    | 32.64       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 21.81       | see 2       |
| 30621       | Weather Observer, Senior                                 | 24.24       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 36.15       |             |
| 31020       | Bus Aide                                                 | 21.39       |             |
| 31030       | Bus Driver                                               | 25.70       |             |
| 31043       | Driver Courier                                           | 17.06       | ***         |
| 31260       | Parking and Lot Attendant                                | 15.46       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.76       | ***         |
| 31310       | Taxi Driver                                              | 16.31       | ***         |
| 31361       | Truckdriver, Light                                       | 17.39       | ***         |
| 31362       | Truckdriver, Medium                                      | 18.38       |             |
| 31363       | Truckdriver, Heavy                                       | 28.57       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 28.57       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.62       | ***         |
| 99030       | Cashier                                                  | 12.95       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 99050       | Desk Clerk                      | 13.63 ***        |
| 99095       | Embalmer                        | 28.73            |
| 99130       | Flight Follower                 | 29.87            |
| 99251       | Laboratory Animal Caretaker I   | 22.24            |
| 99252       | Laboratory Animal Caretaker II  | 23.35            |
| 99260       | Marketing Analyst               | 33.76            |
| 99310       | Mortician                       | 28.73            |
| 99410       | Pest Controller                 | 24.34            |
| 99510       | Photofinishing Worker           | 15.70 ***        |
| 99710       | Recycling Laborer               | 20.10            |
| 99711       | Recycling Specialist            | 22.98            |
| 99730       | Refuse Collector                | 18.73            |
| 99810       | Sales Clerk                     | 14.10 ***        |
| 99820       | School Crossing Guard           | 17.90            |
| 99830       | Survey Party Chief              | 21.71            |
| 99831       | Surveying Aide                  | 14.49 ***        |
| 99832       | Surveying Technician            | 19.72            |
| 99840       | Vending Machine Attendant       | 22.24            |
| 99841       | Vending Machine Repairer        | 25.34            |
| 99842       | Vending Machine Repairer Helper | 22.24            |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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



member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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; 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5829**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 05/06/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Kentucky

Area: Kentucky County of Allen

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.45       | ***         |
| 01012       | Accounting Clerk II                             | 18.46       |             |
| 01013       | Accounting Clerk III                            | 20.65       |             |
| 01020       | Administrative Assistant                        | 27.43       |             |
| 01035       | Court Reporter                                  | 21.00       |             |
| 01041       | Customer Service Representative I               | 15.77       | ***         |
| 01042       | Customer Service Representative II              | 17.21       | ***         |
| 01043       | Customer Service Representative III             | 19.32       |             |
| 01051       | Data Entry Operator I                           | 15.32       | ***         |
| 01052       | Data Entry Operator II                          | 16.72       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 22.96       |             |
| 01070       | Document Preparation Clerk                      | 16.72       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.72       | ***         |
| 01111       | General Clerk I                                 | 14.63       | ***         |
| 01112       | General Clerk II                                | 15.96       | ***         |
| 01113       | General Clerk III                               | 17.91       |             |
| 01120       | Housing Referral Assistant                      | 23.40       |             |
| 01141       | Messenger Courier                               | 16.12       | ***         |
| 01191       | Order Clerk I                                   | 16.21       | ***         |
| 01192       | Order Clerk II                                  | 17.69       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 18.96       |             |
| 01262       | Personnel Assistant (Employment) II             | 21.21       |             |
| 01263       | Personnel Assistant (Employment) III            | 23.64       |             |
| 01270       | Production Control Clerk                        | 25.63       |             |
| 01290       | Rental Clerk                                    | 16.47       | ***         |
| 01300       | Scheduler, Maintenance                          | 18.77       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 18.77       |             |
| 01312       | Secretary II                             | 21.00       |             |
| 01313       | Secretary III                            | 23.40       |             |
| 01320       | Service Order Dispatcher                 | 20.53       |             |
| 01410       | Supply Technician                        | 27.43       |             |
| 01420       | Survey Worker                            | 18.66       |             |
| 01460       | Switchboard Operator/Receptionist        | 14.24       | ***         |
| 01531       | Travel Clerk I                           | 16.72       | ***         |
| 01532       | Travel Clerk II                          | 18.58       |             |
| 01533       | Travel Clerk III                         | 19.48       |             |
| 01611       | Word Processor I                         | 16.72       | ***         |
| 01612       | Word Processor II                        | 18.77       |             |
| 01613       | Word Processor III                       | 21.00       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.10       |             |
| 05010       | Automotive Electrician                   | 19.84       |             |
| 05040       | Automotive Glass Installer               | 18.69       |             |
| 05070       | Automotive Worker                        | 18.79       |             |
| 05110       | Mobile Equipment Servicer                | 16.54       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 20.70       |             |
| 05160       | Motor Equipment Metal Worker             | 19.33       |             |
| 05190       | Motor Vehicle Mechanic                   | 20.70       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 15.50       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 17.55       | ***         |
| 05280       | Motor Vehicle Wrecker                    | 18.69       |             |
| 05310       | Painter, Automotive                      | 19.64       |             |
| 05340       | Radiator Repair Specialist               | 18.69       |             |
| 05370       | Tire Repairer                            | 16.18       | ***         |
| 05400       | Transmission Repair Specialist           | 20.70       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 15.68       | ***         |
| 07041       | Cook I                                   | 14.83       | ***         |
| 07042       | Cook II                                  | 16.76       | ***         |
| 07070       | Dishwasher                               | 13.51       | ***         |
| 07130       | Food Service Worker                      | 12.65       | ***         |
| 07210       | Meat Cutter                              | 16.21       | ***         |
| 07260       | Waiter/Waitress                          | 10.20       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.75       |             |
| 09040       | Furniture Handler                            | 14.80       | ***         |
| 09080       | Furniture Refinisher                         | 22.75       |             |
| 09090       | Furniture Refinisher Helper                  | 17.50       | ***         |
| 09110       | Furniture Repairer, Minor                    | 20.32       |             |
| 09130       | Upholsterer                                  | 22.75       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.03       | ***         |
| 11060       | Elevator Operator                            | 15.88       | ***         |
| 11090       | Gardener                                     | 21.21       |             |
| 11122       | Housekeeping Aide                            | 15.88       | ***         |
| 11150       | Janitor                                      | 15.88       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.76       | ***         |
| 11240       | Maid or Houseman                             | 13.52       | ***         |
| 11260       | Pruner                                       | 15.20       | ***         |
| 11270       | Tractor Operator                             | 19.76       |             |
| 11330       | Trail Maintenance Worker                     | 16.76       | ***         |
| 11360       | Window Cleaner                               | 17.52       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 18.40       |             |
| 12011       | Breath Alcohol Technician                    | 24.82       |             |
| 12012       | Certified Occupational Therapist Assistant   | 34.98       |             |
| 12015       | Certified Physical Therapist Assistant       | 31.17       |             |
| 12020       | Dental Assistant                             | 19.90       |             |
| 12025       | Dental Hygienist                             | 35.78       |             |
| 12030       | EKG Technician                               | 37.61       |             |
| 12035       | Electroneurodiagnostic Technologist          | 37.61       |             |
| 12040       | Emergency Medical Technician                 | 18.40       |             |
| 12071       | Licensed Practical Nurse I                   | 22.19       |             |
| 12072       | Licensed Practical Nurse II                  | 24.82       |             |
| 12073       | Licensed Practical Nurse III                 | 27.67       |             |
| 12100       | Medical Assistant                            | 18.24       |             |
| 12130       | Medical Laboratory Technician                | 27.21       |             |
| 12160       | Medical Record Clerk                         | 19.82       |             |
| 12190       | Medical Record Technician                    | 22.17       |             |
| 12195       | Medical Transcriptionist                     | 22.19       |             |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 54.54       |             |
| 12221       | Nursing Assistant I                                  | 13.03       | ***         |
| 12222       | Nursing Assistant II                                 | 14.66       | ***         |
| 12223       | Nursing Assistant III                                | 16.00       | ***         |
| 12224       | Nursing Assistant IV                                 | 17.96       |             |
| 12235       | Optical Dispenser                                    | 20.88       |             |
| 12236       | Optical Technician                                   | 22.19       |             |
| 12250       | Pharmacy Technician                                  | 17.64       | ***         |
| 12280       | Phlebotomist                                         | 20.17       |             |
| 12305       | Radiologic Technologist                              | 29.44       |             |
| 12311       | Registered Nurse I                                   | 27.57       |             |
| 12312       | Registered Nurse II                                  | 33.73       |             |
| 12313       | Registered Nurse II, Specialist                      | 33.73       |             |
| 12314       | Registered Nurse III                                 | 40.81       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 40.81       |             |
| 12316       | Registered Nurse IV                                  | 48.91       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 30.75       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 25.00       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 22.68       |             |
| 13012       | Exhibits Specialist II                               | 28.10       |             |
| 13013       | Exhibits Specialist III                              | 34.38       |             |
| 13041       | Illustrator I                                        | 22.68       |             |
| 13042       | Illustrator II                                       | 28.10       |             |
| 13043       | Illustrator III                                      | 34.38       |             |
| 13047       | Librarian                                            | 31.12       |             |
| 13050       | Library Aide/Clerk                                   | 17.61       | ***         |
| 13054       | Library Information Technology Systems Administrator | 28.10       |             |
| 13058       | Library Technician                                   | 17.83       |             |
| 13061       | Media Specialist I                                   | 20.28       |             |
| 13062       | Media Specialist II                                  | 22.68       |             |
| 13063       | Media Specialist III                                 | 25.29       |             |
| 13071       | Photographer I                                       | 19.27       |             |
| 13072       | Photographer II                                      | 21.55       |             |
| 13073       | Photographer III                                     | 26.70       |             |
| 13074       | Photographer IV                                      | 32.65       |             |
| 13075       | Photographer V                                       | 39.51       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 22.68       |             |
| 13110       | Video Teleconference Technician                         | 19.19       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 19.21       |             |
| 14042       | Computer Operator II                                    | 21.49       |             |
| 14043       | Computer Operator III                                   | 23.97       |             |
| 14044       | Computer Operator IV                                    | 26.63       |             |
| 14045       | Computer Operator V                                     | 29.49       |             |
| 14071       | Computer Programmer I                                   | 21.39       | see 1       |
| 14072       | Computer Programmer II                                  | 26.51       | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 19.21       |             |
| 14160       | Personal Computer Support Technician                    | 26.63       |             |
| 14170       | System Support Specialist                               | 29.49       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.83       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 39.36       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.20       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.83       |             |
| 15060       | Educational Technologist                                | 36.81       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.20       |             |
| 15080       | Graphic Artist                                          | 22.83       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.20       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.20       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.20       |             |
| 15090       | Technical Instructor                                    | 24.99       |             |
| 15095       | Technical Instructor/Course Developer                   | 30.57       |             |
| 15110       | Test Proctor                                            | 20.17       |             |
| 15120       | Tutor                                                   | 20.17       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.37       | ***         |
| 16030       | Counter Attendant                                       | 12.37       | ***         |
| 16040       | Dry Cleaner                                             | 15.59       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 12.37       | ***         |
| 16090       | Presser, Hand                                     | 12.37       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 12.37       | ***         |
| 16130       | Presser, Machine, Shirts                          | 12.37       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 12.37       | ***         |
| 16190       | Sewing Machine Operator                           | 16.55       | ***         |
| 16220       | Tailor                                            | 17.46       | ***         |
| 16250       | Washer, Machine                                   | 13.53       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 25.37       |             |
| 19040       | Tool And Die Maker                                | 31.14       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 17.93       |             |
| 21030       | Material Coordinator                              | 25.63       |             |
| 21040       | Material Expediter                                | 25.63       |             |
| 21050       | Material Handling Laborer                         | 18.25       |             |
| 21071       | Order Filler                                      | 15.90       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 17.93       |             |
| 21110       | Shipping Packer                                   | 18.38       |             |
| 21130       | Shipping/Receiving Clerk                          | 18.38       |             |
| 21140       | Store Worker I                                    | 15.15       | ***         |
| 21150       | Stock Clerk                                       | 20.41       |             |
| 21210       | Tools And Parts Attendant                         | 17.93       |             |
| 21410       | Warehouse Specialist                              | 17.93       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 30.76       |             |
| 23019       | Aircraft Logs and Records Technician              | 24.72       |             |
| 23021       | Aircraft Mechanic I                               | 29.17       |             |
| 23022       | Aircraft Mechanic II                              | 30.76       |             |
| 23023       | Aircraft Mechanic III                             | 32.37       |             |
| 23040       | Aircraft Mechanic Helper                          | 21.85       |             |
| 23050       | Aircraft, Painter                                 | 27.68       |             |
| 23060       | Aircraft Servicer                                 | 24.72       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 27.68       |             |
| 23080       | Aircraft Worker                                   | 26.33       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 26.33       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 29.17       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23110       | Appliance Mechanic                                                     | 27.68       |             |
| 23120       | Bicycle Repairer                                                       | 23.31       |             |
| 23125       | Cable Splicer                                                          | 36.30       |             |
| 23130       | Carpenter, Maintenance                                                 | 24.72       |             |
| 23140       | Carpet Layer                                                           | 26.33       |             |
| 23160       | Electrician, Maintenance                                               | 26.75       |             |
| 23181       | Electronics Technician Maintenance I                                   | 28.31       |             |
| 23182       | Electronics Technician Maintenance II                                  | 29.76       |             |
| 23183       | Electronics Technician Maintenance III                                 | 31.36       |             |
| 23260       | Fabric Worker                                                          | 24.72       |             |
| 23290       | Fire Alarm System Mechanic                                             | 29.17       |             |
| 23310       | Fire Extinguisher Repairer                                             | 23.31       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 29.17       |             |
| 23312       | Fuel Distribution System Operator                                      | 23.31       |             |
| 23370       | General Maintenance Worker                                             | 21.38       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 29.17       |             |
| 23381       | Ground Support Equipment Servicer                                      | 24.72       |             |
| 23382       | Ground Support Equipment Worker                                        | 26.33       |             |
| 23391       | Gunsmith I                                                             | 23.31       |             |
| 23392       | Gunsmith II                                                            | 26.33       |             |
| 23393       | Gunsmith III                                                           | 29.17       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.74       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.14       |             |
| 23430       | Heavy Equipment Mechanic                                               | 28.48       |             |
| 23440       | Heavy Equipment Operator                                               | 29.22       |             |
| 23460       | Instrument Mechanic                                                    | 29.17       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 27.68       |             |
| 23470       | Laborer                                                                | 18.25       |             |
| 23510       | Locksmith                                                              | 27.68       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 31.32       |             |
| 23550       | Machinist, Maintenance                                                 | 26.07       |             |
| 23580       | Maintenance Trades Helper                                              | 17.61       | ***         |
| 23591       | Metrology Technician I                                                 | 29.17       |             |
| 23592       | Metrology Technician II                                                | 30.76       |             |
| 23593       | Metrology Technician III                                               | 32.37       |             |
| 23640       | Millwright                                                             | 34.55       |             |
| 23710       | Office Appliance Repairer                                              | 27.68       |             |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 19.21       |             |
| 23790                                         | Pipefitter, Maintenance                           | 30.07       |             |
| 23810                                         | Plumber, Maintenance                              | 28.54       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 29.17       |             |
| 23850                                         | Rigger                                            | 29.17       |             |
| 23870                                         | Scale Mechanic                                    | 26.33       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 24.46       |             |
| 23910                                         | Small Engine Mechanic                             | 26.33       |             |
| 23931                                         | Telecommunications Mechanic I                     | 32.80       |             |
| 23932                                         | Telecommunications Mechanic II                    | 34.58       |             |
| 23950                                         | Telephone Lineman                                 | 29.17       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 24.30       |             |
| 23965                                         | Well Driller                                      | 29.17       |             |
| 23970                                         | Woodcraft Worker                                  | 29.17       |             |
| 23980                                         | Woodworker                                        | 23.31       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 17.08       | ***         |
| 24570                                         | Child Care Attendant                              | 13.36       | ***         |
| 24580                                         | Child Care Center Clerk                           | 16.65       | ***         |
| 24610                                         | Chore Aide                                        | 15.70       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 17.08       | ***         |
| 24630                                         | Homemaker                                         | 17.08       | ***         |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 24.18       |             |
| 25040                                         | Sewage Plant Operator                             | 22.01       |             |
| 25070                                         | Stationary Engineer                               | 24.18       |             |
| 25190                                         | Ventilation Equipment Tender                      | 17.37       | ***         |
| 25210                                         | Water Treatment Plant Operator                    | 22.01       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 19.08       |             |
| 27007                                         | Baggage Inspector                                 | 15.76       | ***         |
| 27008                                         | Corrections Officer                               | 17.60       | ***         |
| 27010                                         | Court Security Officer                            | 19.46       |             |
| 27030                                         | Detection Dog Handler                             | 17.92       |             |
| 27040                                         | Detention Officer                                 | 17.60       | ***         |
| 27070                                         | Firefighter                                       | 22.20       |             |
| 27101                                         | Guard I                                           | 15.76       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 17.92       |             |
| 27131       | Police Officer I                               | 23.93       |             |
| 27132       | Police Officer II                              | 26.60       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 16.54       | ***         |
| 28042       | Carnival Equipment Repairer                    | 17.64       | ***         |
| 28043       | Carnival Worker                                | 12.50       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 16.10       | ***         |
| 28310       | Lifeguard                                      | 14.20       | ***         |
| 28350       | Park Attendant (Aide)                          | 18.01       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 13.13       | ***         |
| 28515       | Recreation Specialist                          | 22.30       |             |
| 28630       | Sports Official                                | 14.33       | ***         |
| 28690       | Swimming Pool Operator                         | 20.05       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 26.33       |             |
| 29020       | Hatch Tender                                   | 26.33       |             |
| 29030       | Line Handler                                   | 26.33       |             |
| 29041       | Stevedore I                                    | 24.72       |             |
| 29042       | Stevedore II                                   | 27.68       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99       | see 2       |
| 30021       | Archeological Technician I                     | 19.85       |             |
| 30022       | Archeological Technician II                    | 22.21       |             |
| 30023       | Archeological Technician III                   | 27.51       |             |
| 30030       | Cartographic Technician                        | 27.51       |             |
| 30040       | Civil Engineering Technician                   | 25.34       |             |
| 30051       | Cryogenic Technician I                         | 30.47       |             |
| 30052       | Cryogenic Technician II                        | 33.64       |             |
| 30061       | Drafter/CAD Operator I                         | 19.85       |             |
| 30062       | Drafter/CAD Operator II                        | 22.21       |             |
| 30063       | Drafter/CAD Operator III                       | 24.75       |             |
| 30064       | Drafter/CAD Operator IV                        | 30.47       |             |
| 30081       | Engineering Technician I                       | 18.34       |             |
| 30082       | Engineering Technician II                      | 20.59       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30083       | Engineering Technician III                               | 23.03            |
| 30084       | Engineering Technician IV                                | 28.53            |
| 30085       | Engineering Technician V                                 | 34.89            |
| 30086       | Engineering Technician VI                                | 42.21            |
| 30090       | Environmental Technician                                 | 27.51            |
| 30095       | Evidence Control Specialist                              | 27.51            |
| 30210       | Laboratory Technician                                    | 24.75            |
| 30221       | Latent Fingerprint Technician I                          | 30.47            |
| 30222       | Latent Fingerprint Technician II                         | 33.64            |
| 30240       | Mathematical Technician                                  | 27.51            |
| 30361       | Paralegal/Legal Assistant I                              | 23.36            |
| 30362       | Paralegal/Legal Assistant II                             | 28.93            |
| 30363       | Paralegal/Legal Assistant III                            | 35.39            |
| 30364       | Paralegal/Legal Assistant IV                             | 42.81            |
| 30375       | Petroleum Supply Specialist                              | 33.64            |
| 30390       | Photo-Optics Technician                                  | 27.51            |
| 30395       | Radiation Control Technician                             | 33.64            |
| 30461       | Technical Writer I                                       | 27.51            |
| 30462       | Technical Writer II                                      | 33.64            |
| 30463       | Technical Writer III                                     | 40.70            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46            |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28            |
| 30501       | Weather Forecaster I                                     | 30.47            |
| 30502       | Weather Forecaster II                                    | 37.06            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.75 see 2      |
| 30621       | Weather Observer, Senior                                 | 27.51 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 35.43            |
| 31020       | Bus Aide                                                 | 14.66 ***        |
| 31030       | Bus Driver                                               | 22.58            |
| 31043       | Driver Courier                                           | 17.66 ***        |
| 31260       | Parking and Lot Attendant                                | 13.58 ***        |
| 31290       | Shuttle Bus Driver                                       | 16.82 ***        |
| 31310       | Taxi Driver                                              | 11.89 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 18.84       |             |
| 31362       | Truckdriver, Medium             | 19.99       |             |
| 31363       | Truckdriver, Heavy              | 24.61       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 24.61       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 17.27       | ***         |
| 99030       | Cashier                         | 12.69       | ***         |
| 99050       | Desk Clerk                      | 13.17       | ***         |
| 99095       | Embalmer                        | 29.28       |             |
| 99130       | Flight Follower                 | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I   | 20.47       |             |
| 99252       | Laboratory Animal Caretaker II  | 21.91       |             |
| 99260       | Marketing Analyst               | 25.71       |             |
| 99310       | Mortician                       | 29.28       |             |
| 99410       | Pest Controller                 | 21.86       |             |
| 99510       | Photofinishing Worker           | 15.39       | ***         |
| 99710       | Recycling Laborer               | 21.05       |             |
| 99711       | Recycling Specialist            | 24.92       |             |
| 99730       | Refuse Collector                | 19.11       |             |
| 99810       | Sales Clerk                     | 13.81       | ***         |
| 99820       | School Crossing Guard           | 16.97       | ***         |
| 99830       | Survey Party Chief              | 22.21       |             |
| 99831       | Surveying Aide                  | 14.99       | ***         |
| 99832       | Surveying Technician            | 19.93       |             |
| 99840       | Vending Machine Attendant       | 22.02       |             |
| 99841       | Vending Machine Repairer        | 26.54       |             |
| 99842       | Vending Machine Repairer Helper | 22.02       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.



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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all

occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5831**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 04/30/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Georgia

Area: Georgia County of De Kalb

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate Note</b> |
|-------------|-------------------------------------------------|------------------|
| 01000       | Administrative Support And Clerical Occupations |                  |
| 01011       | Accounting Clerk I                              | 19.11            |
| 01012       | Accounting Clerk II                             | 21.45            |
| 01013       | Accounting Clerk III                            | 23.99            |
| 01020       | Administrative Assistant                        | 35.34            |
| 01035       | Court Reporter                                  | 32.33            |
| 01041       | Customer Service Representative I               | 16.61 ***        |
| 01042       | Customer Service Representative II              | 18.13            |
| 01043       | Customer Service Representative III             | 20.35            |
| 01051       | Data Entry Operator I                           | 17.87            |
| 01052       | Data Entry Operator II                          | 19.50            |
| 01060       | Dispatcher, Motor Vehicle                       | 23.38            |
| 01070       | Document Preparation Clerk                      | 18.35            |
| 01090       | Duplicating Machine Operator                    | 18.35            |
| 01111       | General Clerk I                                 | 16.47 ***        |
| 01112       | General Clerk II                                | 17.98            |
| 01113       | General Clerk III                               | 20.18            |
| 01120       | Housing Referral Assistant                      | 24.96            |
| 01141       | Messenger Courier                               | 17.89            |
| 01191       | Order Clerk I                                   | 19.03            |
| 01192       | Order Clerk II                                  | 20.77            |
| 01261       | Personnel Assistant (Employment) I              | 19.16            |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01262       | Personnel Assistant (Employment) II      | 21.43       |             |
| 01263       | Personnel Assistant (Employment) III     | 23.90       |             |
| 01270       | Production Control Clerk                 | 26.85       |             |
| 01290       | Rental Clerk                             | 18.05       |             |
| 01300       | Scheduler, Maintenance                   | 20.02       |             |
| 01311       | Secretary I                              | 20.02       |             |
| 01312       | Secretary II                             | 22.39       |             |
| 01313       | Secretary III                            | 24.96       |             |
| 01320       | Service Order Dispatcher                 | 20.90       |             |
| 01410       | Supply Technician                        | 35.34       |             |
| 01420       | Survey Worker                            | 20.10       |             |
| 01460       | Switchboard Operator/Receptionist        | 18.53       |             |
| 01531       | Travel Clerk I                           | 18.17       |             |
| 01532       | Travel Clerk II                          | 20.39       |             |
| 01533       | Travel Clerk III                         | 22.81       |             |
| 01611       | Word Processor I                         | 17.84       |             |
| 01612       | Word Processor II                        | 20.04       |             |
| 01613       | Word Processor III                       | 22.41       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 25.70       |             |
| 05010       | Automotive Electrician                   | 23.66       |             |
| 05040       | Automotive Glass Installer               | 22.08       |             |
| 05070       | Automotive Worker                        | 22.08       |             |
| 05110       | Mobile Equipment Servicer                | 18.58       |             |
| 05130       | Motor Equipment Metal Mechanic           | 24.99       |             |
| 05160       | Motor Equipment Metal Worker             | 22.08       |             |
| 05190       | Motor Vehicle Mechanic                   | 24.99       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 17.56       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 20.33       |             |
| 05280       | Motor Vehicle Wrecker                    | 22.08       |             |
| 05310       | Painter, Automotive                      | 23.66       |             |
| 05340       | Radiator Repair Specialist               | 22.08       |             |
| 05370       | Tire Repairer                            | 19.47       |             |
| 05400       | Transmission Repair Specialist           | 24.99       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 16.29       | ***         |
| 07041       | Cook I                                   | 17.78       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 21.13       |             |
| 07070       | Dishwasher                                   | 14.96       | ***         |
| 07130       | Food Service Worker                          | 16.19       | ***         |
| 07210       | Meat Cutter                                  | 18.07       |             |
| 07260       | Waiter/Waitress                              | 11.15       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.86       |             |
| 09040       | Furniture Handler                            | 13.05       | ***         |
| 09080       | Furniture Refinisher                         | 19.29       |             |
| 09090       | Furniture Refinisher Helper                  | 13.81       | ***         |
| 09110       | Furniture Repairer, Minor                    | 16.61       | ***         |
| 09130       | Upholsterer                                  | 23.35       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 15.94       | ***         |
| 11060       | Elevator Operator                            | 16.93       | ***         |
| 11090       | Gardener                                     | 25.32       |             |
| 11122       | Housekeeping Aide                            | 16.93       | ***         |
| 11150       | Janitor                                      | 16.93       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 18.01       |             |
| 11240       | Maid or Houseman                             | 15.10       | ***         |
| 11260       | Pruner                                       | 15.64       | ***         |
| 11270       | Tractor Operator                             | 22.90       |             |
| 11330       | Trail Maintenance Worker                     | 18.01       |             |
| 11360       | Window Cleaner                               | 19.50       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 19.37       |             |
| 12011       | Breath Alcohol Technician                    | 27.02       |             |
| 12012       | Certified Occupational Therapist Assistant   | 36.03       |             |
| 12015       | Certified Physical Therapist Assistant       | 35.14       |             |
| 12020       | Dental Assistant                             | 22.22       |             |
| 12025       | Dental Hygienist                             | 46.70       |             |
| 12030       | EKG Technician                               | 35.92       |             |
| 12035       | Electroneurodiagnostic Technologist          | 35.92       |             |
| 12040       | Emergency Medical Technician                 | 19.37       |             |
| 12071       | Licensed Practical Nurse I                   | 24.16       |             |
| 12072       | Licensed Practical Nurse II                  | 27.02       |             |
| 12073       | Licensed Practical Nurse III                 | 30.12       |             |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 21.01       |             |
| 12130       | Medical Laboratory Technician                        | 31.75       |             |
| 12160       | Medical Record Clerk                                 | 22.32       |             |
| 12190       | Medical Record Technician                            | 24.97       |             |
| 12195       | Medical Transcriptionist                             | 17.62       | ***         |
| 12210       | Nuclear Medicine Technologist                        | 46.94       |             |
| 12221       | Nursing Assistant I                                  | 13.72       | ***         |
| 12222       | Nursing Assistant II                                 | 15.42       | ***         |
| 12223       | Nursing Assistant III                                | 16.83       | ***         |
| 12224       | Nursing Assistant IV                                 | 18.90       |             |
| 12235       | Optical Dispenser                                    | 23.22       |             |
| 12236       | Optical Technician                                   | 20.13       |             |
| 12250       | Pharmacy Technician                                  | 19.26       |             |
| 12280       | Phlebotomist                                         | 22.49       |             |
| 12305       | Radiologic Technologist                              | 36.94       |             |
| 12311       | Registered Nurse I                                   | 26.92       |             |
| 12312       | Registered Nurse II                                  | 32.92       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.92       |             |
| 12314       | Registered Nurse III                                 | 39.83       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.83       |             |
| 12316       | Registered Nurse IV                                  | 47.75       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 33.48       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 26.18       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 23.10       |             |
| 13012       | Exhibits Specialist II                               | 28.62       |             |
| 13013       | Exhibits Specialist III                              | 35.00       |             |
| 13041       | Illustrator I                                        | 24.89       |             |
| 13042       | Illustrator II                                       | 29.44       |             |
| 13043       | Illustrator III                                      | 36.01       |             |
| 13047       | Librarian                                            | 38.08       |             |
| 13050       | Library Aide/Clerk                                   | 18.15       |             |
| 13054       | Library Information Technology Systems Administrator | 34.39       |             |
| 13058       | Library Technician                                   | 18.30       |             |
| 13061       | Media Specialist I                                   | 24.81       |             |
| 13062       | Media Specialist II                                  | 27.75       |             |
| 13063       | Media Specialist III                                 | 30.95       |             |

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 19.97       |             |
| 13072       | Photographer II                                 | 22.34       |             |
| 13073       | Photographer III                                | 27.23       |             |
| 13074       | Photographer IV                                 | 33.85       |             |
| 13075       | Photographer V                                  | 40.10       |             |
| 13090       | Technical Order Library Clerk                   | 22.78       |             |
| 13110       | Video Teleconference Technician                 | 24.60       |             |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 26.13       |             |
| 14042       | Computer Operator II                            | 29.24       |             |
| 14043       | Computer Operator III                           | 32.58       |             |
| 14044       | Computer Operator IV                            | 36.21       |             |
| 14045       | Computer Operator V                             | 40.10       |             |
| 14071       | Computer Programmer I                           | 26.69       | see 1       |
| 14072       | Computer Programmer II                          |             | see 1       |
| 14073       | Computer Programmer III                         |             | see 1       |
| 14074       | Computer Programmer IV                          |             | see 1       |
| 14101       | Computer Systems Analyst I                      |             | see 1       |
| 14102       | Computer Systems Analyst II                     |             | see 1       |
| 14103       | Computer Systems Analyst III                    |             | see 1       |
| 14150       | Peripheral Equipment Operator                   | 26.13       |             |
| 14160       | Personal Computer Support Technician            | 36.21       |             |
| 14170       | System Support Specialist                       | 40.87       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 35.98       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 43.54       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 52.20       |             |
| 15050       | Computer Based Training Specialist / Instructor | 35.98       |             |
| 15060       | Educational Technologist                        | 39.64       |             |
| 15070       | Flight Instructor (Pilot)                       | 52.20       |             |
| 15080       | Graphic Artist                                  | 30.49       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 52.20       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 52.20       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 52.20       |             |
| 15090       | Technical Instructor                            | 25.59       |             |
| 15095       | Technical Instructor/Course Developer           | 31.30       |             |
| 15110       | Test Proctor                                    | 20.66       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15120       | Tutor                                                   | 20.66       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.23       | ***         |
| 16030       | Counter Attendant                                       | 12.23       | ***         |
| 16040       | Dry Cleaner                                             | 15.61       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.23       | ***         |
| 16090       | Presser, Hand                                           | 12.23       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.23       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.23       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.23       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.71       | ***         |
| 16220       | Tailor                                                  | 17.87       |             |
| 16250       | Washer, Machine                                         | 13.36       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 23.47       |             |
| 19040       | Tool And Die Maker                                      | 28.83       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 21.74       |             |
| 21030       | Material Coordinator                                    | 26.85       |             |
| 21040       | Material Expediter                                      | 26.85       |             |
| 21050       | Material Handling Laborer                               | 18.13       |             |
| 21071       | Order Filler                                            | 17.54       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 21.74       |             |
| 21110       | Shipping Packer                                         | 20.57       |             |
| 21130       | Shipping/Receiving Clerk                                | 20.57       |             |
| 21140       | Store Worker I                                          | 14.34       | ***         |
| 21150       | Stock Clerk                                             | 22.04       |             |
| 21210       | Tools And Parts Attendant                               | 21.74       |             |
| 21410       | Warehouse Specialist                                    | 21.74       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 48.59       |             |
| 23019       | Aircraft Logs and Records Technician                    | 37.52       |             |
| 23021       | Aircraft Mechanic I                                     | 46.12       |             |
| 23022       | Aircraft Mechanic II                                    | 48.59       |             |
| 23023       | Aircraft Mechanic III                                   | 51.19       |             |
| 23040       | Aircraft Mechanic Helper                                | 31.01       |             |
| 23050       | Aircraft, Painter                                       | 43.66       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23060       | Aircraft Servicer                                                      | 37.52       |             |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 43.66       |             |
| 23080       | Aircraft Worker                                                        | 40.74       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 40.74       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 46.12       |             |
| 23110       | Appliance Mechanic                                                     | 24.38       |             |
| 23120       | Bicycle Repairer                                                       | 18.71       |             |
| 23125       | Cable Splicer                                                          | 39.45       |             |
| 23130       | Carpenter, Maintenance                                                 | 24.71       |             |
| 23140       | Carpet Layer                                                           | 24.00       |             |
| 23160       | Electrician, Maintenance                                               | 29.04       |             |
| 23181       | Electronics Technician Maintenance I                                   | 33.75       |             |
| 23182       | Electronics Technician Maintenance II                                  | 36.17       |             |
| 23183       | Electronics Technician Maintenance III                                 | 38.20       |             |
| 23260       | Fabric Worker                                                          | 24.06       |             |
| 23290       | Fire Alarm System Mechanic                                             | 25.05       |             |
| 23310       | Fire Extinguisher Repairer                                             | 21.98       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 31.78       |             |
| 23312       | Fuel Distribution System Operator                                      | 23.66       |             |
| 23370       | General Maintenance Worker                                             | 23.43       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 46.12       |             |
| 23381       | Ground Support Equipment Servicer                                      | 37.52       |             |
| 23382       | Ground Support Equipment Worker                                        | 40.74       |             |
| 23391       | Gunsmith I                                                             | 21.98       |             |
| 23392       | Gunsmith II                                                            | 26.12       |             |
| 23393       | Gunsmith III                                                           | 29.57       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 27.32       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 28.78       |             |
| 23430       | Heavy Equipment Mechanic                                               | 29.13       |             |
| 23440       | Heavy Equipment Operator                                               | 23.19       |             |
| 23460       | Instrument Mechanic                                                    | 32.31       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.00       |             |
| 23470       | Laborer                                                                | 18.13       |             |
| 23510       | Locksmith                                                              | 30.34       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 29.98       |             |
| 23550       | Machinist, Maintenance                                                 | 25.39       |             |
| 23580       | Maintenance Trades Helper                                              | 17.58       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23591       | Metrology Technician I                            | 32.31       |             |
| 23592       | Metrology Technician II                           | 34.03       |             |
| 23593       | Metrology Technician III                          | 35.86       |             |
| 23640       | Millwright                                        | 31.03       |             |
| 23710       | Office Appliance Repairer                         | 21.70       |             |
| 23760       | Painter, Maintenance                              | 23.39       |             |
| 23790       | Pipefitter, Maintenance                           | 30.52       |             |
| 23810       | Plumber, Maintenance                              | 28.90       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 29.57       |             |
| 23850       | Rigger                                            | 31.19       |             |
| 23870       | Scale Mechanic                                    | 26.12       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 24.27       |             |
| 23910       | Small Engine Mechanic                             | 21.85       |             |
| 23931       | Telecommunications Mechanic I                     | 29.64       |             |
| 23932       | Telecommunications Mechanic II                    | 31.23       |             |
| 23950       | Telephone Lineman                                 | 27.53       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.84       |             |
| 23965       | Well Driller                                      | 25.30       |             |
| 23970       | Woodcraft Worker                                  | 29.57       |             |
| 23980       | Woodworker                                        | 21.98       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.73       |             |
| 24570       | Child Care Attendant                              | 13.69       | ***         |
| 24580       | Child Care Center Clerk                           | 17.07       | ***         |
| 24610       | Chore Aide                                        | 13.81       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.73       |             |
| 24630       | Homemaker                                         | 18.73       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 34.33       |             |
| 25040       | Sewage Plant Operator                             | 24.98       |             |
| 25070       | Stationary Engineer                               | 34.33       |             |
| 25190       | Ventilation Equipment Tender                      | 23.08       |             |
| 25210       | Water Treatment Plant Operator                    | 24.98       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 22.95       |             |
| 27007       | Baggage Inspector                                 | 17.14       | ***         |
| 27008       | Corrections Officer                               | 23.29       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 27010       | Court Security Officer                         | 22.89            |
| 27030       | Detection Dog Handler                          | 19.47            |
| 27040       | Detention Officer                              | 23.29            |
| 27070       | Firefighter                                    | 22.97            |
| 27101       | Guard I                                        | 17.14 ***        |
| 27102       | Guard II                                       | 19.47            |
| 27131       | Police Officer I                               | 26.38            |
| 27132       | Police Officer II                              | 29.32            |
| 28000       | Recreation Occupations                         |                  |
| 28041       | Carnival Equipment Operator                    | 18.11            |
| 28042       | Carnival Equipment Repairer                    | 20.03            |
| 28043       | Carnival Worker                                | 12.37 ***        |
| 28210       | Gate Attendant/Gate Tender                     | 20.32            |
| 28310       | Lifeguard                                      | 13.71 ***        |
| 28350       | Park Attendant (Aide)                          | 22.74            |
| 28510       | Recreation Aide/Health Facility Attendant      | 16.50 ***        |
| 28515       | Recreation Specialist                          | 28.03            |
| 28630       | Sports Official                                | 18.01            |
| 28690       | Swimming Pool Operator                         | 23.80            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 34.07            |
| 29020       | Hatch Tender                                   | 34.07            |
| 29030       | Line Handler                                   | 34.07            |
| 29041       | Stevedore I                                    | 31.36            |
| 29042       | Stevedore II                                   | 36.44            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.72 see 2      |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.60 see 2      |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.00 see 2      |
| 30021       | Archeological Technician I                     | 21.74            |
| 30022       | Archeological Technician II                    | 24.26            |
| 30023       | Archeological Technician III                   | 30.13            |
| 30030       | Cartographic Technician                        | 30.05            |
| 30040       | Civil Engineering Technician                   | 28.93            |
| 30051       | Cryogenic Technician I                         | 33.28            |
| 30052       | Cryogenic Technician II                        | 36.75            |
| 30061       | Drafter/CAD Operator I                         | 21.74            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30062       | Drafter/CAD Operator II                                  | 24.26            |
| 30063       | Drafter/CAD Operator III                                 | 27.05            |
| 30064       | Drafter/CAD Operator IV                                  | 33.28            |
| 30081       | Engineering Technician I                                 | 18.89            |
| 30082       | Engineering Technician II                                | 21.28            |
| 30083       | Engineering Technician III                               | 23.71            |
| 30084       | Engineering Technician IV                                | 29.37            |
| 30085       | Engineering Technician V                                 | 35.93            |
| 30086       | Engineering Technician VI                                | 43.46            |
| 30090       | Environmental Technician                                 | 27.06            |
| 30095       | Evidence Control Specialist                              | 30.05            |
| 30210       | Laboratory Technician                                    | 24.17            |
| 30221       | Latent Fingerprint Technician I                          | 29.26            |
| 30222       | Latent Fingerprint Technician II                         | 32.31            |
| 30240       | Mathematical Technician                                  | 41.29            |
| 30361       | Paralegal/Legal Assistant I                              | 24.02            |
| 30362       | Paralegal/Legal Assistant II                             | 29.76            |
| 30363       | Paralegal/Legal Assistant III                            | 36.40            |
| 30364       | Paralegal/Legal Assistant IV                             | 44.04            |
| 30375       | Petroleum Supply Specialist                              | 36.75            |
| 30390       | Photo-Optics Technician                                  | 30.05            |
| 30395       | Radiation Control Technician                             | 36.75            |
| 30461       | Technical Writer I                                       | 27.13            |
| 30462       | Technical Writer II                                      | 33.18            |
| 30463       | Technical Writer III                                     | 40.14            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.97            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.46            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.90            |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.97            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.97            |
| 30501       | Weather Forecaster I                                     | 33.28            |
| 30502       | Weather Forecaster II                                    | 40.48            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 27.05 see 2      |
| 30621       | Weather Observer, Senior                                 | 30.13 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 37.46            |
| 31020       | Bus Aide                                                 | 16.64 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 25.52       |             |
| 31043       | Driver Courier                  | 19.48       |             |
| 31260       | Parking and Lot Attendant       | 14.30       | ***         |
| 31290       | Shuttle Bus Driver              | 17.08       | ***         |
| 31310       | Taxi Driver                     | 11.93       | ***         |
| 31361       | Truckdriver, Light              | 21.54       |             |
| 31362       | Truckdriver, Medium             | 23.57       |             |
| 31363       | Truckdriver, Heavy              | 28.30       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 28.30       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 18.27       |             |
| 99030       | Cashier                         | 13.90       | ***         |
| 99050       | Desk Clerk                      | 14.33       | ***         |
| 99095       | Embalmer                        | 28.44       |             |
| 99130       | Flight Follower                 | 30.97       |             |
| 99251       | Laboratory Animal Caretaker I   | 17.25       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 19.01       |             |
| 99260       | Marketing Analyst               | 38.09       |             |
| 99310       | Mortician                       | 29.59       |             |
| 99410       | Pest Controller                 | 21.33       |             |
| 99510       | Photofinishing Worker           | 18.10       |             |
| 99710       | Recycling Laborer               | 24.77       |             |
| 99711       | Recycling Specialist            | 31.50       |             |
| 99730       | Refuse Collector                | 21.51       |             |
| 99810       | Sales Clerk                     | 14.85       | ***         |
| 99820       | School Crossing Guard           | 16.94       | ***         |
| 99830       | Survey Party Chief              | 27.82       |             |
| 99831       | Surveying Aide                  | 16.33       | ***         |
| 99832       | Surveying Technician            | 23.00       |             |
| 99840       | Vending Machine Attendant       | 18.48       |             |
| 99841       | Vending Machine Repairer        | 24.27       |             |
| 99842       | Vending Machine Repairer Helper | 18.48       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements



of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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; and 3 weeks after 8 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, Memorial Day, Juneteenth National Independence 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:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5833**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Louisiana

Area: Louisiana Parish of Iberia

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 15.25       | ***         |
| 01012       | Accounting Clerk II                             | 17.11       | ***         |
| 01013       | Accounting Clerk III                            | 19.14       |             |
| 01020       | Administrative Assistant                        | 23.54       |             |
| 01035       | Court Reporter                                  | 20.01       |             |
| 01041       | Customer Service Representative I               | 14.93       | ***         |
| 01042       | Customer Service Representative II              | 16.29       | ***         |
| 01043       | Customer Service Representative III             | 18.28       |             |
| 01051       | Data Entry Operator I                           | 16.20       | ***         |
| 01052       | Data Entry Operator II                          | 17.68       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 23.71       |             |
| 01070       | Document Preparation Clerk                      | 15.76       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.76       | ***         |
| 01111       | General Clerk I                                 | 14.49       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01112       | General Clerk II                     | 15.81       | ***         |
| 01113       | General Clerk III                    | 17.74       | ***         |
| 01120       | Housing Referral Assistant           | 22.07       |             |
| 01141       | Messenger Courier                    | 13.65       | ***         |
| 01191       | Order Clerk I                        | 13.93       | ***         |
| 01192       | Order Clerk II                       | 15.20       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 18.76       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.98       |             |
| 01263       | Personnel Assistant (Employment) III | 23.40       |             |
| 01270       | Production Control Clerk             | 22.14       |             |
| 01290       | Rental Clerk                         | 13.83       | ***         |
| 01300       | Scheduler, Maintenance               | 17.69       | ***         |
| 01311       | Secretary I                          | 17.69       | ***         |
| 01312       | Secretary II                         | 19.79       |             |
| 01313       | Secretary III                        | 22.07       |             |
| 01320       | Service Order Dispatcher             | 21.20       |             |
| 01410       | Supply Technician                    | 24.00       |             |
| 01420       | Survey Worker                        | 16.07       | ***         |
| 01460       | Switchboard Operator/Receptionist    | 13.14       | ***         |
| 01531       | Travel Clerk I                       | 14.12       | ***         |
| 01532       | Travel Clerk II                      | 15.14       | ***         |
| 01533       | Travel Clerk III                     | 17.18       | ***         |
| 01611       | Word Processor I                     | 15.76       | ***         |
| 01612       | Word Processor II                    | 17.69       | ***         |
| 01613       | Word Processor III                   | 19.79       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.72       |             |
| 05010       | Automotive Electrician               | 20.54       |             |
| 05040       | Automotive Glass Installer           | 18.97       |             |
| 05070       | Automotive Worker                    | 18.97       |             |
| 05110       | Mobile Equipment Servicer            | 15.95       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 21.93       |             |
| 05160       | Motor Equipment Metal Worker         | 18.97       |             |
| 05190       | Motor Vehicle Mechanic               | 21.93       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 14.50       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 17.45       | ***         |
| 05280       | Motor Vehicle Wrecker                | 18.97       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05310       | Painter, Automotive                          | 20.54       |             |
| 05340       | Radiator Repair Specialist                   | 18.97       |             |
| 05370       | Tire Repairer                                | 14.36       | ***         |
| 05400       | Transmission Repair Specialist               | 21.93       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 13.06       | ***         |
| 07041       | Cook I                                       | 13.24       | ***         |
| 07042       | Cook II                                      | 15.91       | ***         |
| 07070       | Dishwasher                                   | 10.75       | ***         |
| 07130       | Food Service Worker                          | 10.50       | ***         |
| 07210       | Meat Cutter                                  | 15.00       | ***         |
| 07260       | Waiter/Waitress                              | 10.66       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.62       |             |
| 09040       | Furniture Handler                            | 12.15       | ***         |
| 09080       | Furniture Refinisher                         | 22.62       |             |
| 09090       | Furniture Refinisher Helper                  | 15.54       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.23       |             |
| 09130       | Upholsterer                                  | 22.62       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.49       | ***         |
| 11060       | Elevator Operator                            | 12.11       | ***         |
| 11090       | Gardener                                     | 20.72       |             |
| 11122       | Housekeeping Aide                            | 12.11       | ***         |
| 11150       | Janitor                                      | 12.11       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 14.05       | ***         |
| 11240       | Maid or Houseman                             | 10.67       | ***         |
| 11260       | Pruner                                       | 11.75       | ***         |
| 11270       | Tractor Operator                             | 18.51       |             |
| 11330       | Trail Maintenance Worker                     | 14.05       | ***         |
| 11360       | Window Cleaner                               | 14.48       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 22.14       |             |
| 12011       | Breath Alcohol Technician                    | 20.32       |             |
| 12012       | Certified Occupational Therapist Assistant   | 32.46       |             |
| 12015       | Certified Physical Therapist Assistant       | 25.36       |             |
| 12020       | Dental Assistant                             | 17.50       | ***         |



| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12025       | Dental Hygienist                     | 38.43       |             |
| 12030       | EKG Technician                       | 28.51       |             |
| 12035       | Electroneurodiagnostic Technologist  | 28.51       |             |
| 12040       | Emergency Medical Technician         | 22.14       |             |
| 12071       | Licensed Practical Nurse I           | 18.06       |             |
| 12072       | Licensed Practical Nurse II          | 20.20       |             |
| 12073       | Licensed Practical Nurse III         | 22.53       |             |
| 12100       | Medical Assistant                    | 14.22       | ***         |
| 12130       | Medical Laboratory Technician        | 23.23       |             |
| 12160       | Medical Record Clerk                 | 17.35       | ***         |
| 12190       | Medical Record Technician            | 19.40       |             |
| 12195       | Medical Transcriptionist             | 17.30       | ***         |
| 12210       | Nuclear Medicine Technologist        | 44.40       |             |
| 12221       | Nursing Assistant I                  | 12.91       | ***         |
| 12222       | Nursing Assistant II                 | 14.52       | ***         |
| 12223       | Nursing Assistant III                | 15.84       | ***         |
| 12224       | Nursing Assistant IV                 | 17.80       |             |
| 12235       | Optical Dispenser                    | 16.54       | ***         |
| 12236       | Optical Technician                   | 18.06       |             |
| 12250       | Pharmacy Technician                  | 18.03       |             |
| 12280       | Phlebotomist                         | 16.05       | ***         |
| 12305       | Radiologic Technologist              | 28.13       |             |
| 12311       | Registered Nurse I                   | 26.68       |             |
| 12312       | Registered Nurse II                  | 32.64       |             |
| 12313       | Registered Nurse II, Specialist      | 32.64       |             |
| 12314       | Registered Nurse III                 | 39.48       |             |
| 12315       | Registered Nurse III, Anesthetist    | 39.48       |             |
| 12316       | Registered Nurse IV                  | 47.32       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 25.03       |             |
| 12320       | Substance Abuse Treatment Counselor  | 19.52       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 18.94       |             |
| 13012       | Exhibits Specialist II               | 23.47       |             |
| 13013       | Exhibits Specialist III              | 28.71       |             |
| 13041       | Illustrator I                        | 18.94       |             |
| 13042       | Illustrator II                       | 23.47       |             |
| 13043       | Illustrator III                      | 28.71       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13047       | Librarian                                            | 25.99       |             |
| 13050       | Library Aide/Clerk                                   | 14.60       | ***         |
| 13054       | Library Information Technology Systems Administrator | 23.47       |             |
| 13058       | Library Technician                                   | 15.54       | ***         |
| 13061       | Media Specialist I                                   | 16.93       | ***         |
| 13062       | Media Specialist II                                  | 18.94       |             |
| 13063       | Media Specialist III                                 | 21.12       |             |
| 13071       | Photographer I                                       | 17.83       |             |
| 13072       | Photographer II                                      | 20.02       |             |
| 13073       | Photographer III                                     | 24.41       |             |
| 13074       | Photographer IV                                      | 29.84       |             |
| 13075       | Photographer V                                       | 36.11       |             |
| 13090       | Technical Order Library Clerk                        | 18.33       |             |
| 13110       | Video Teleconference Technician                      | 21.10       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.99       |             |
| 14042       | Computer Operator II                                 | 21.24       |             |
| 14043       | Computer Operator III                                | 23.68       |             |
| 14044       | Computer Operator IV                                 | 26.33       |             |
| 14045       | Computer Operator V                                  | 29.15       |             |
| 14071       | Computer Programmer I                                | 20.59       | see 1       |
| 14072       | Computer Programmer II                               | 25.52       | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.99       |             |
| 14160       | Personal Computer Support Technician                 | 26.33       |             |
| 14170       | System Support Specialist                            | 29.15       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 30.80       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 37.26       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 44.67       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 30.80       |             |
| 15060       | Educational Technologist                             | 29.43       |             |
| 15070       | Flight Instructor (Pilot)                            | 44.67       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15080       | Graphic Artist                                          | 21.16       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 44.67       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 44.67       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 44.67       |             |
| 15090       | Technical Instructor                                    | 22.42       |             |
| 15095       | Technical Instructor/Course Developer                   | 27.43       |             |
| 15110       | Test Proctor                                            | 18.10       |             |
| 15120       | Tutor                                                   | 18.10       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.00       | ***         |
| 16030       | Counter Attendant                                       | 10.00       | ***         |
| 16040       | Dry Cleaner                                             | 11.86       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 10.00       | ***         |
| 16090       | Presser, Hand                                           | 10.00       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 10.00       | ***         |
| 16130       | Presser, Machine, Shirts                                | 10.00       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 10.00       | ***         |
| 16190       | Sewing Machine Operator                                 | 12.60       | ***         |
| 16220       | Tailor                                                  | 13.38       | ***         |
| 16250       | Washer, Machine                                         | 10.49       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.54       |             |
| 19040       | Tool And Die Maker                                      | 30.97       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.14       |             |
| 21030       | Material Coordinator                                    | 22.14       |             |
| 21040       | Material Expediter                                      | 22.14       |             |
| 21050       | Material Handling Laborer                               | 14.71       | ***         |
| 21071       | Order Filler                                            | 14.69       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.14       |             |
| 21110       | Shipping Packer                                         | 17.32       | ***         |
| 21130       | Shipping/Receiving Clerk                                | 17.32       | ***         |
| 21140       | Store Worker I                                          | 12.64       | ***         |
| 21150       | Stock Clerk                                             | 19.66       |             |
| 21210       | Tools And Parts Attendant                               | 19.14       |             |
| 21410       | Warehouse Specialist                                    | 19.14       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23010       | Aerospace Structural Welder                                            | 39.40            |
| 23019       | Aircraft Logs and Records Technician                                   | 29.47            |
| 23021       | Aircraft Mechanic I                                                    | 37.05            |
| 23022       | Aircraft Mechanic II                                                   | 39.40            |
| 23023       | Aircraft Mechanic III                                                  | 41.71            |
| 23040       | Aircraft Mechanic Helper                                               | 23.83            |
| 23050       | Aircraft, Painter                                                      | 34.71            |
| 23060       | Aircraft Servicer                                                      | 29.47            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 34.71            |
| 23080       | Aircraft Worker                                                        | 32.05            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 32.05            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 37.05            |
| 23110       | Appliance Mechanic                                                     | 24.34            |
| 23120       | Bicycle Repairer                                                       | 18.86            |
| 23125       | Cable Splicer                                                          | 31.01            |
| 23130       | Carpenter, Maintenance                                                 | 22.66            |
| 23140       | Carpet Layer                                                           | 22.67            |
| 23160       | Electrician, Maintenance                                               | 25.00            |
| 23181       | Electronics Technician Maintenance I                                   | 30.38            |
| 23182       | Electronics Technician Maintenance II                                  | 32.89            |
| 23183       | Electronics Technician Maintenance III                                 | 35.11            |
| 23260       | Fabric Worker                                                          | 20.85            |
| 23290       | Fire Alarm System Mechanic                                             | 22.43            |
| 23310       | Fire Extinguisher Repairer                                             | 18.86            |
| 23311       | Fuel Distribution System Mechanic                                      | 26.30            |
| 23312       | Fuel Distribution System Operator                                      | 18.93            |
| 23370       | General Maintenance Worker                                             | 18.20            |
| 23380       | Ground Support Equipment Mechanic                                      | 37.05            |
| 23381       | Ground Support Equipment Servicer                                      | 29.47            |
| 23382       | Ground Support Equipment Worker                                        | 32.05            |
| 23391       | Gunsmith I                                                             | 18.86            |
| 23392       | Gunsmith II                                                            | 22.67            |
| 23393       | Gunsmith III                                                           | 26.20            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.97            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 25.49            |
| 23430       | Heavy Equipment Mechanic                                               | 26.48            |
| 23440       | Heavy Equipment Operator                                               | 23.80            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23460       | Instrument Mechanic                               | 26.20       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 24.54       |             |
| 23470       | Laborer                                           | 14.71       | ***         |
| 23510       | Locksmith                                         | 26.14       |             |
| 23530       | Machinery Maintenance Mechanic                    | 29.53       |             |
| 23550       | Machinist, Maintenance                            | 24.85       |             |
| 23580       | Maintenance Trades Helper                         | 15.98       | ***         |
| 23591       | Metrology Technician I                            | 26.20       |             |
| 23592       | Metrology Technician II                           | 27.86       |             |
| 23593       | Metrology Technician III                          | 29.50       |             |
| 23640       | Millwright                                        | 26.20       |             |
| 23710       | Office Appliance Repairer                         | 23.13       |             |
| 23760       | Painter, Maintenance                              | 21.15       |             |
| 23790       | Pipefitter, Maintenance                           | 26.63       |             |
| 23810       | Plumber, Maintenance                              | 24.94       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 26.20       |             |
| 23850       | Rigger                                            | 25.37       |             |
| 23870       | Scale Mechanic                                    | 22.67       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 26.50       |             |
| 23910       | Small Engine Mechanic                             | 19.40       |             |
| 23931       | Telecommunications Mechanic I                     | 33.23       |             |
| 23932       | Telecommunications Mechanic II                    | 35.34       |             |
| 23950       | Telephone Lineman                                 | 25.99       |             |
| 23960       | Welder, Combination, Maintenance                  | 26.00       |             |
| 23965       | Well Driller                                      | 31.01       |             |
| 23970       | Woodcraft Worker                                  | 26.20       |             |
| 23980       | Woodworker                                        | 18.86       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 16.76       | ***         |
| 24570       | Child Care Attendant                              | 11.04       | ***         |
| 24580       | Child Care Center Clerk                           | 14.51       | ***         |
| 24610       | Chore Aide                                        | 9.76        | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 16.76       | ***         |
| 24630       | Homemaker                                         | 17.40       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 24.88       |             |
| 25040       | Sewage Plant Operator                             | 19.62       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25070       | Stationary Engineer                            | 24.88       |             |
| 25190       | Ventilation Equipment Tender                   | 16.00       | ***         |
| 25210       | Water Treatment Plant Operator                 | 19.62       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 17.19       | ***         |
| 27007       | Baggage Inspector                              | 13.32       | ***         |
| 27008       | Corrections Officer                            | 20.78       |             |
| 27010       | Court Security Officer                         | 20.06       |             |
| 27030       | Detection Dog Handler                          | 14.90       | ***         |
| 27040       | Detention Officer                              | 20.78       |             |
| 27070       | Firefighter                                    | 16.63       | ***         |
| 27101       | Guard I                                        | 13.32       | ***         |
| 27102       | Guard II                                       | 14.90       | ***         |
| 27131       | Police Officer I                               | 22.59       |             |
| 27132       | Police Officer II                              | 25.11       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 16.32       | ***         |
| 28042       | Carnival Equipment Repairer                    | 18.26       |             |
| 28043       | Carnival Worker                                | 10.36       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 12.73       | ***         |
| 28310       | Lifeguard                                      | 11.34       | ***         |
| 28350       | Park Attendant (Aide)                          | 14.24       | ***         |
| 28510       | Recreation Aide/Health Facility Attendant      | 10.39       | ***         |
| 28515       | Recreation Specialist                          | 17.36       | ***         |
| 28630       | Sports Official                                | 11.34       | ***         |
| 28690       | Swimming Pool Operator                         | 21.95       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 32.50       |             |
| 29020       | Hatch Tender                                   | 32.50       |             |
| 29030       | Line Handler                                   | 32.50       |             |
| 29041       | Stevedore I                                    | 29.89       |             |
| 29042       | Stevedore II                                   | 35.18       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 19.16       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 30022       | Archeological Technician II              | 21.43       |             |
| 30023       | Archeological Technician III             | 26.55       |             |
| 30030       | Cartographic Technician                  | 26.55       |             |
| 30040       | Civil Engineering Technician             | 26.42       |             |
| 30051       | Cryogenic Technician I                   | 29.41       |             |
| 30052       | Cryogenic Technician II                  | 32.48       |             |
| 30061       | Drafter/CAD Operator I                   | 19.16       |             |
| 30062       | Drafter/CAD Operator II                  | 21.43       |             |
| 30063       | Drafter/CAD Operator III                 | 23.90       |             |
| 30064       | Drafter/CAD Operator IV                  | 29.41       |             |
| 30081       | Engineering Technician I                 | 15.66       | ***         |
| 30082       | Engineering Technician II                | 17.58       | ***         |
| 30083       | Engineering Technician III               | 19.67       |             |
| 30084       | Engineering Technician IV                | 24.37       |             |
| 30085       | Engineering Technician V                 | 29.80       |             |
| 30086       | Engineering Technician VI                | 36.06       |             |
| 30090       | Environmental Technician                 | 26.55       |             |
| 30095       | Evidence Control Specialist              | 26.55       |             |
| 30210       | Laboratory Technician                    | 30.71       |             |
| 30221       | Latent Fingerprint Technician I          | 29.41       |             |
| 30222       | Latent Fingerprint Technician II         | 32.48       |             |
| 30240       | Mathematical Technician                  | 26.55       |             |
| 30361       | Paralegal/Legal Assistant I              | 19.86       |             |
| 30362       | Paralegal/Legal Assistant II             | 24.60       |             |
| 30363       | Paralegal/Legal Assistant III            | 30.09       |             |
| 30364       | Paralegal/Legal Assistant IV             | 36.41       |             |
| 30375       | Petroleum Supply Specialist              | 32.48       |             |
| 30390       | Photo-Optics Technician                  | 26.55       |             |
| 30395       | Radiation Control Technician             | 32.48       |             |
| 30461       | Technical Writer I                       | 26.55       |             |
| 30462       | Technical Writer II                      | 32.48       |             |
| 30463       | Technical Writer III                     | 39.30       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 28.73       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 34.76       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III | 41.67       |             |
| 30494       | Unexploded (UXO) Safety Escort           | 28.73       |             |
| 30495       | Unexploded (UXO) Sweep Personnel         | 28.73       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30501       | Weather Forecaster I                                     | 29.41       |             |
| 30502       | Weather Forecaster II                                    | 35.77       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.90       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.55       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 34.76       |             |
| 31020       | Bus Aide                                                 | 11.54       | ***         |
| 31030       | Bus Driver                                               | 18.03       |             |
| 31043       | Driver Courier                                           | 14.57       | ***         |
| 31260       | Parking and Lot Attendant                                | 10.20       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.64       | ***         |
| 31310       | Taxi Driver                                              | 13.81       | ***         |
| 31361       | Truckdriver, Light                                       | 16.31       | ***         |
| 31362       | Truckdriver, Medium                                      | 18.03       |             |
| 31363       | Truckdriver, Heavy                                       | 22.14       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 22.14       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 16.95       | ***         |
| 99030       | Cashier                                                  | 10.82       | ***         |
| 99050       | Desk Clerk                                               | 11.62       | ***         |
| 99095       | Embalmer                                                 | 26.22       |             |
| 99130       | Flight Follower                                          | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.05       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 17.31       | ***         |
| 99260       | Marketing Analyst                                        | 26.46       |             |
| 99310       | Mortician                                                | 26.22       |             |
| 99410       | Pest Controller                                          | 18.59       |             |
| 99510       | Photofinishing Worker                                    | 15.10       | ***         |
| 99710       | Recycling Laborer                                        | 19.23       |             |
| 99711       | Recycling Specialist                                     | 25.34       |             |
| 99730       | Refuse Collector                                         | 16.08       | ***         |
| 99810       | Sales Clerk                                              | 13.49       | ***         |
| 99820       | School Crossing Guard                                    | 15.67       | ***         |
| 99830       | Survey Party Chief                                       | 22.34       |             |
| 99831       | Surveying Aide                                           | 13.99       | ***         |
| 99832       | Surveying Technician                                     | 19.17       |             |
| 99840       | Vending Machine Attendant                                | 19.64       |             |



| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99841       | Vending Machine Repairer        | 24.90       |             |
| 99842       | Vending Machine Repairer Helper | 19.64       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5835**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Louisiana

Area: Louisiana Parish of Vermilion

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 15.25 *** |
| 01012 | Accounting Clerk II                             | 17.11 *** |
| 01013 | Accounting Clerk III                            | 24.22     |
| 01020 | Administrative Assistant                        | 23.79     |
| 01035 | Court Reporter                                  | 25.29     |
| 01041 | Customer Service Representative I               | 14.93 *** |
| 01042 | Customer Service Representative II              | 16.29 *** |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01043       | Customer Service Representative III  | 18.28       |             |
| 01051       | Data Entry Operator I                | 16.20       | ***         |
| 01052       | Data Entry Operator II               | 17.68       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 23.71       |             |
| 01070       | Document Preparation Clerk           | 15.76       | ***         |
| 01090       | Duplicating Machine Operator         | 15.76       | ***         |
| 01111       | General Clerk I                      | 14.49       | ***         |
| 01112       | General Clerk II                     | 15.81       | ***         |
| 01113       | General Clerk III                    | 17.74       | ***         |
| 01120       | Housing Referral Assistant           | 22.07       |             |
| 01141       | Messenger Courier                    | 13.65       | ***         |
| 01191       | Order Clerk I                        | 13.93       | ***         |
| 01192       | Order Clerk II                       | 15.20       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 18.76       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.98       |             |
| 01263       | Personnel Assistant (Employment) III | 23.40       |             |
| 01270       | Production Control Clerk             | 21.15       |             |
| 01290       | Rental Clerk                         | 13.83       | ***         |
| 01300       | Scheduler, Maintenance               | 17.69       | ***         |
| 01311       | Secretary I                          | 17.69       | ***         |
| 01312       | Secretary II                         | 19.79       |             |
| 01313       | Secretary III                        | 22.07       |             |
| 01320       | Service Order Dispatcher             | 21.20       |             |
| 01410       | Supply Technician                    | 23.79       |             |
| 01420       | Survey Worker                        | 16.07       | ***         |
| 01460       | Switchboard Operator/Receptionist    | 13.14       | ***         |
| 01531       | Travel Clerk I                       | 14.12       | ***         |
| 01532       | Travel Clerk II                      | 15.14       | ***         |
| 01533       | Travel Clerk III                     | 17.18       | ***         |
| 01611       | Word Processor I                     | 15.76       | ***         |
| 01612       | Word Processor II                    | 17.69       | ***         |
| 01613       | Word Processor III                   | 19.79       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 24.55       |             |
| 05010       | Automotive Electrician               | 21.80       |             |
| 05040       | Automotive Glass Installer           | 20.84       |             |
| 05070       | Automotive Worker                    | 20.84       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05110       | Mobile Equipment Servicer                    | 17.59       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 22.83       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.84       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.22       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.86       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 20.51       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.84       |             |
| 05310       | Painter, Automotive                          | 20.81       |             |
| 05340       | Radiator Repair Specialist                   | 20.84       |             |
| 05370       | Tire Repairer                                | 16.09       | ***         |
| 05400       | Transmission Repair Specialist               | 22.83       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 13.06       | ***         |
| 07041       | Cook I                                       | 13.24       | ***         |
| 07042       | Cook II                                      | 15.91       | ***         |
| 07070       | Dishwasher                                   | 10.75       | ***         |
| 07130       | Food Service Worker                          | 10.50       | ***         |
| 07210       | Meat Cutter                                  | 15.00       | ***         |
| 07260       | Waiter/Waitress                              | 10.66       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.65       |             |
| 09040       | Furniture Handler                            | 13.33       | ***         |
| 09080       | Furniture Refinisher                         | 22.65       |             |
| 09090       | Furniture Refinisher Helper                  | 16.00       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.23       |             |
| 09130       | Upholsterer                                  | 22.65       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 12.97       | ***         |
| 11060       | Elevator Operator                            | 12.11       | ***         |
| 11090       | Gardener                                     | 20.72       |             |
| 11122       | Housekeeping Aide                            | 12.11       | ***         |
| 11150       | Janitor                                      | 12.11       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 14.05       | ***         |
| 11240       | Maid or Houseman                             | 10.67       | ***         |
| 11260       | Pruner                                       | 11.75       | ***         |
| 11270       | Tractor Operator                             | 18.51       |             |
| 11330       | Trail Maintenance Worker                     | 14.05       | ***         |



| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11360       | Window Cleaner                             | 14.48       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 20.20       |             |
| 12011       | Breath Alcohol Technician                  | 20.20       |             |
| 12012       | Certified Occupational Therapist Assistant | 31.92       |             |
| 12015       | Certified Physical Therapist Assistant     | 25.36       |             |
| 12020       | Dental Assistant                           | 17.50       | ***         |
| 12025       | Dental Hygienist                           | 38.43       |             |
| 12030       | EKG Technician                             | 26.27       |             |
| 12035       | Electroneurodiagnostic Technologist        | 26.27       |             |
| 12040       | Emergency Medical Technician               | 20.20       |             |
| 12071       | Licensed Practical Nurse I                 | 18.06       |             |
| 12072       | Licensed Practical Nurse II                | 20.20       |             |
| 12073       | Licensed Practical Nurse III               | 22.53       |             |
| 12100       | Medical Assistant                          | 14.22       | ***         |
| 12130       | Medical Laboratory Technician              | 23.21       |             |
| 12160       | Medical Record Clerk                       | 17.35       | ***         |
| 12190       | Medical Record Technician                  | 19.40       |             |
| 12195       | Medical Transcriptionist                   | 17.30       | ***         |
| 12210       | Nuclear Medicine Technologist              | 44.40       |             |
| 12221       | Nursing Assistant I                        | 12.91       | ***         |
| 12222       | Nursing Assistant II                       | 14.52       | ***         |
| 12223       | Nursing Assistant III                      | 15.84       | ***         |
| 12224       | Nursing Assistant IV                       | 17.80       |             |
| 12235       | Optical Dispenser                          | 15.74       | ***         |
| 12236       | Optical Technician                         | 18.06       |             |
| 12250       | Pharmacy Technician                        | 18.03       |             |
| 12280       | Phlebotomist                               | 16.05       | ***         |
| 12305       | Radiologic Technologist                    | 28.13       |             |
| 12311       | Registered Nurse I                         | 26.68       |             |
| 12312       | Registered Nurse II                        | 32.64       |             |
| 12313       | Registered Nurse II, Specialist            | 32.64       |             |
| 12314       | Registered Nurse III                       | 39.48       |             |
| 12315       | Registered Nurse III, Anesthetist          | 39.48       |             |
| 12316       | Registered Nurse IV                        | 47.32       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 25.03       |             |
| 12320       | Substance Abuse Treatment Counselor        | 19.52       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.41       |             |
| 13012       | Exhibits Specialist II                               | 24.06       |             |
| 13013       | Exhibits Specialist III                              | 28.71       |             |
| 13041       | Illustrator I                                        | 20.41       |             |
| 13042       | Illustrator II                                       | 24.06       |             |
| 13043       | Illustrator III                                      | 28.71       |             |
| 13047       | Librarian                                            | 25.99       |             |
| 13050       | Library Aide/Clerk                                   | 14.60       | ***         |
| 13054       | Library Information Technology Systems Administrator | 23.47       |             |
| 13058       | Library Technician                                   | 14.81       | ***         |
| 13061       | Media Specialist I                                   | 16.93       | ***         |
| 13062       | Media Specialist II                                  | 18.94       |             |
| 13063       | Media Specialist III                                 | 21.12       |             |
| 13071       | Photographer I                                       | 17.83       |             |
| 13072       | Photographer II                                      | 20.31       |             |
| 13073       | Photographer III                                     | 24.78       |             |
| 13074       | Photographer IV                                      | 30.23       |             |
| 13075       | Photographer V                                       | 36.58       |             |
| 13090       | Technical Order Library Clerk                        | 18.33       |             |
| 13110       | Video Teleconference Technician                      | 21.10       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.99       |             |
| 14042       | Computer Operator II                                 | 21.24       |             |
| 14043       | Computer Operator III                                | 23.68       |             |
| 14044       | Computer Operator IV                                 | 26.33       |             |
| 14045       | Computer Operator V                                  | 29.15       |             |
| 14071       | Computer Programmer I                                | 22.16       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.99       |             |
| 14160       | Personal Computer Support Technician                 | 26.33       |             |
| 14170       | System Support Specialist                            | 29.15       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 30.80       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 37.26       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 44.67       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 30.80       |             |
| 15060       | Educational Technologist                                | 29.43       |             |
| 15070       | Flight Instructor (Pilot)                               | 44.67       |             |
| 15080       | Graphic Artist                                          | 21.35       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 44.67       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 44.67       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 44.67       |             |
| 15090       | Technical Instructor                                    | 22.42       |             |
| 15095       | Technical Instructor/Course Developer                   | 27.43       |             |
| 15110       | Test Proctor                                            | 18.10       |             |
| 15120       | Tutor                                                   | 18.10       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.00       | ***         |
| 16030       | Counter Attendant                                       | 10.00       | ***         |
| 16040       | Dry Cleaner                                             | 11.86       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 10.00       | ***         |
| 16090       | Presser, Hand                                           | 10.00       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 10.00       | ***         |
| 16130       | Presser, Machine, Shirts                                | 10.00       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 10.00       | ***         |
| 16190       | Sewing Machine Operator                                 | 12.55       | ***         |
| 16220       | Tailor                                                  | 13.24       | ***         |
| 16250       | Washer, Machine                                         | 10.49       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.54       |             |
| 19040       | Tool And Die Maker                                      | 30.97       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.14       |             |
| 21030       | Material Coordinator                                    | 21.15       |             |
| 21040       | Material Expediter                                      | 21.15       |             |
| 21050       | Material Handling Laborer                               | 14.71       | ***         |
| 21071       | Order Filler                                            | 14.69       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.14       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21110       | Shipping Packer                                   | 17.32       | ***         |
| 21130       | Shipping/Receiving Clerk                          | 17.32       | ***         |
| 21140       | Store Worker I                                    | 12.64       | ***         |
| 21150       | Stock Clerk                                       | 19.66       |             |
| 21210       | Tools And Parts Attendant                         | 19.14       |             |
| 21410       | Warehouse Specialist                              | 19.14       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 39.40       |             |
| 23019       | Aircraft Logs and Records Technician              | 29.47       |             |
| 23021       | Aircraft Mechanic I                               | 37.05       |             |
| 23022       | Aircraft Mechanic II                              | 39.40       |             |
| 23023       | Aircraft Mechanic III                             | 41.71       |             |
| 23040       | Aircraft Mechanic Helper                          | 23.83       |             |
| 23050       | Aircraft, Painter                                 | 34.71       |             |
| 23060       | Aircraft Servicer                                 | 29.47       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 34.71       |             |
| 23080       | Aircraft Worker                                   | 32.05       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 32.05       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 37.05       |             |
| 23110       | Appliance Mechanic                                | 24.34       |             |
| 23120       | Bicycle Repairer                                  | 18.86       |             |
| 23125       | Cable Splicer                                     | 31.01       |             |
| 23130       | Carpenter, Maintenance                            | 22.66       |             |
| 23140       | Carpet Layer                                      | 29.95       |             |
| 23160       | Electrician, Maintenance                          | 25.00       |             |
| 23181       | Electronics Technician Maintenance I              | 30.38       |             |
| 23182       | Electronics Technician Maintenance II             | 32.89       |             |
| 23183       | Electronics Technician Maintenance III            | 35.11       |             |
| 23260       | Fabric Worker                                     | 20.85       |             |
| 23290       | Fire Alarm System Mechanic                        | 22.43       |             |
| 23310       | Fire Extinguisher Repairer                        | 18.86       |             |
| 23311       | Fuel Distribution System Mechanic                 | 26.30       |             |
| 23312       | Fuel Distribution System Operator                 | 18.93       |             |
| 23370       | General Maintenance Worker                        | 18.40       |             |
| 23380       | Ground Support Equipment Mechanic                 | 37.05       |             |
| 23381       | Ground Support Equipment Servicer                 | 29.47       |             |
| 23382       | Ground Support Equipment Worker                   | 32.05       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23391       | Gunsmith I                                                             | 18.86            |
| 23392       | Gunsmith II                                                            | 22.67            |
| 23393       | Gunsmith III                                                           | 26.20            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.97            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 25.49            |
| 23430       | Heavy Equipment Mechanic                                               | 26.48            |
| 23440       | Heavy Equipment Operator                                               | 23.80            |
| 23460       | Instrument Mechanic                                                    | 26.20            |
| 23465       | Laboratory/Shelter Mechanic                                            | 24.54            |
| 23470       | Laborer                                                                | 14.71 ***        |
| 23510       | Locksmith                                                              | 26.14            |
| 23530       | Machinery Maintenance Mechanic                                         | 29.53            |
| 23550       | Machinist, Maintenance                                                 | 24.85            |
| 23580       | Maintenance Trades Helper                                              | 16.57 ***        |
| 23591       | Metrology Technician I                                                 | 26.20            |
| 23592       | Metrology Technician II                                                | 27.86            |
| 23593       | Metrology Technician III                                               | 29.50            |
| 23640       | Millwright                                                             | 26.20            |
| 23710       | Office Appliance Repairer                                              | 23.13            |
| 23760       | Painter, Maintenance                                                   | 21.15            |
| 23790       | Pipefitter, Maintenance                                                | 26.63            |
| 23810       | Plumber, Maintenance                                                   | 24.94            |
| 23820       | Pneudraulic Systems Mechanic                                           | 26.20            |
| 23850       | Rigger                                                                 | 25.37            |
| 23870       | Scale Mechanic                                                         | 22.67            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 26.84            |
| 23910       | Small Engine Mechanic                                                  | 19.40            |
| 23931       | Telecommunications Mechanic I                                          | 33.23            |
| 23932       | Telecommunications Mechanic II                                         | 35.34            |
| 23950       | Telephone Lineman                                                      | 25.99            |
| 23960       | Welder, Combination, Maintenance                                       | 26.00            |
| 23965       | Well Driller                                                           | 31.01            |
| 23970       | Woodcraft Worker                                                       | 26.20            |
| 23980       | Woodworker                                                             | 18.86            |
| 24000       | Personal Needs Occupations                                             |                  |
| 24550       | Case Manager                                                           | 16.24 ***        |
| 24570       | Child Care Attendant                                                   | 10.36 ***        |

| <b>Code</b>                                          | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|------------------------------------------------------|---------------------------------------------------|-------------|-------------|
| 24580                                                | Child Care Center Clerk                           | 12.93       | ***         |
| 24610                                                | Chore Aide                                        | 9.76        | ***         |
| 24620                                                | Family Readiness And Support Services Coordinator | 16.24       | ***         |
| 24630                                                | Homemaker                                         | 16.76       | ***         |
| 25000 Plant And System Operations Occupations        |                                                   |             |             |
| 25010                                                | Boiler Tender                                     | 24.88       |             |
| 25040                                                | Sewage Plant Operator                             | 19.62       |             |
| 25070                                                | Stationary Engineer                               | 24.88       |             |
| 25190                                                | Ventilation Equipment Tender                      | 16.00       | ***         |
| 25210                                                | Water Treatment Plant Operator                    | 19.62       |             |
| 27000 Protective Service Occupations                 |                                                   |             |             |
| 27004                                                | Alarm Monitor                                     | 17.19       | ***         |
| 27007                                                | Baggage Inspector                                 | 13.32       | ***         |
| 27008                                                | Corrections Officer                               | 20.78       |             |
| 27010                                                | Court Security Officer                            | 21.58       |             |
| 27030                                                | Detection Dog Handler                             | 14.90       | ***         |
| 27040                                                | Detention Officer                                 | 20.78       |             |
| 27070                                                | Firefighter                                       | 22.28       |             |
| 27101                                                | Guard I                                           | 13.32       | ***         |
| 27102                                                | Guard II                                          | 14.90       | ***         |
| 27131                                                | Police Officer I                                  | 22.73       |             |
| 27132                                                | Police Officer II                                 | 25.25       |             |
| 28000 Recreation Occupations                         |                                                   |             |             |
| 28041                                                | Carnival Equipment Operator                       | 16.32       | ***         |
| 28042                                                | Carnival Equipment Repairer                       | 18.26       |             |
| 28043                                                | Carnival Worker                                   | 10.36       | ***         |
| 28210                                                | Gate Attendant/Gate Tender                        | 15.40       | ***         |
| 28310                                                | Lifeguard                                         | 11.75       | ***         |
| 28350                                                | Park Attendant (Aide)                             | 17.85       |             |
| 28510                                                | Recreation Aide/Health Facility Attendant         | 13.43       | ***         |
| 28515                                                | Recreation Specialist                             | 17.36       | ***         |
| 28630                                                | Sports Official                                   | 15.14       | ***         |
| 28690                                                | Swimming Pool Operator                            | 21.95       |             |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                   |             |             |
| 29010                                                | Blocker And Bracer                                | 32.50       |             |
| 29020                                                | Hatch Tender                                      | 32.50       |             |
| 29030                                                | Line Handler                                      | 32.50       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 29041       | Stevedore I                                    | 29.89       |             |
| 29042       | Stevedore II                                   | 35.18       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 19.16       |             |
| 30022       | Archeological Technician II                    | 21.43       |             |
| 30023       | Archeological Technician III                   | 26.55       |             |
| 30030       | Cartographic Technician                        | 26.55       |             |
| 30040       | Civil Engineering Technician                   | 26.42       |             |
| 30051       | Cryogenic Technician I                         | 29.41       |             |
| 30052       | Cryogenic Technician II                        | 32.48       |             |
| 30061       | Drafter/CAD Operator I                         | 19.16       |             |
| 30062       | Drafter/CAD Operator II                        | 21.43       |             |
| 30063       | Drafter/CAD Operator III                       | 23.90       |             |
| 30064       | Drafter/CAD Operator IV                        | 29.41       |             |
| 30081       | Engineering Technician I                       | 15.47       | ***         |
| 30082       | Engineering Technician II                      | 17.36       | ***         |
| 30083       | Engineering Technician III                     | 20.60       |             |
| 30084       | Engineering Technician IV                      | 25.52       |             |
| 30085       | Engineering Technician V                       | 30.94       |             |
| 30086       | Engineering Technician VI                      | 35.60       |             |
| 30090       | Environmental Technician                       | 26.55       |             |
| 30095       | Evidence Control Specialist                    | 26.55       |             |
| 30210       | Laboratory Technician                          | 31.11       |             |
| 30221       | Latent Fingerprint Technician I                | 29.41       |             |
| 30222       | Latent Fingerprint Technician II               | 32.48       |             |
| 30240       | Mathematical Technician                        | 26.55       |             |
| 30361       | Paralegal/Legal Assistant I                    | 19.99       |             |
| 30362       | Paralegal/Legal Assistant II                   | 24.76       |             |
| 30363       | Paralegal/Legal Assistant III                  | 30.29       |             |
| 30364       | Paralegal/Legal Assistant IV                   | 36.64       |             |
| 30375       | Petroleum Supply Specialist                    | 32.48       |             |
| 30390       | Photo-Optics Technician                        | 26.55       |             |
| 30395       | Radiation Control Technician                   | 32.48       |             |
| 30461       | Technical Writer I                             | 26.55       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30462       | Technical Writer II                                      | 32.48       |             |
| 30463       | Technical Writer III                                     | 39.30       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 28.73       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 34.76       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 41.67       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 28.73       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 28.73       |             |
| 30501       | Weather Forecaster I                                     | 29.41       |             |
| 30502       | Weather Forecaster II                                    | 35.77       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.90       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.55       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 34.76       |             |
| 31020       | Bus Aide                                                 | 11.06       | ***         |
| 31030       | Bus Driver                                               | 18.03       |             |
| 31043       | Driver Courier                                           | 14.57       | ***         |
| 31260       | Parking and Lot Attendant                                | 10.20       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.64       | ***         |
| 31310       | Taxi Driver                                              | 13.81       | ***         |
| 31361       | Truckdriver, Light                                       | 16.31       | ***         |
| 31362       | Truckdriver, Medium                                      | 18.03       |             |
| 31363       | Truckdriver, Heavy                                       | 22.14       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 22.14       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 16.95       | ***         |
| 99030       | Cashier                                                  | 10.82       | ***         |
| 99050       | Desk Clerk                                               | 10.96       | ***         |
| 99095       | Embalmer                                                 | 27.04       |             |
| 99130       | Flight Follower                                          | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.05       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 17.96       |             |
| 99260       | Marketing Analyst                                        | 26.46       |             |
| 99310       | Mortician                                                | 27.04       |             |
| 99410       | Pest Controller                                          | 18.59       |             |
| 99510       | Photofinishing Worker                                    | 15.10       | ***         |
| 99710       | Recycling Laborer                                        | 19.23       |             |
| 99711       | Recycling Specialist                                     | 25.34       |             |



| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99730       | Refuse Collector                | 16.08       | ***         |
| 99810       | Sales Clerk                     | 13.49       | ***         |
| 99820       | School Crossing Guard           | 14.17       | ***         |
| 99830       | Survey Party Chief              | 25.68       |             |
| 99831       | Surveying Aide                  | 14.62       | ***         |
| 99832       | Surveying Technician            | 19.17       |             |
| 99840       | Vending Machine Attendant       | 20.94       |             |
| 99841       | Vending Machine Repairer        | 26.40       |             |
| 99842       | Vending Machine Repairer Helper | 20.94       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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 employee (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)).

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## **Wage Determination No. : 2015-5837**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 04/25/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Virginia

Area: Virginia County of Surry

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

## Wage Determination Table

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.92       |             |
| 01012       | Accounting Clerk II                             | 20.12       |             |
| 01013       | Accounting Clerk III                            | 22.50       |             |
| 01020       | Administrative Assistant                        | 29.28       |             |
| 01035       | Court Reporter                                  | 21.89       |             |
| 01041       | Customer Service Representative I               | 14.92       | ***         |
| 01042       | Customer Service Representative II              | 16.28       | ***         |
| 01043       | Customer Service Representative III             | 18.27       |             |
| 01051       | Data Entry Operator I                           | 16.80       | ***         |
| 01052       | Data Entry Operator II                          | 18.33       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 22.18       |             |
| 01070       | Document Preparation Clerk                      | 15.85       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.85       | ***         |
| 01111       | General Clerk I                                 | 16.66       | ***         |
| 01112       | General Clerk II                                | 18.18       |             |
| 01113       | General Clerk III                               | 20.41       |             |
| 01120       | Housing Referral Assistant                      | 23.97       |             |
| 01141       | Messenger Courier                               | 16.26       | ***         |
| 01191       | Order Clerk I                                   | 15.98       | ***         |
| 01192       | Order Clerk II                                  | 18.81       |             |
| 01261       | Personnel Assistant (Employment) I              | 18.56       |             |
| 01262       | Personnel Assistant (Employment) II             | 20.76       |             |
| 01263       | Personnel Assistant (Employment) III            | 23.14       |             |
| 01270       | Production Control Clerk                        | 28.52       |             |
| 01290       | Rental Clerk                                    | 18.43       |             |
| 01300       | Scheduler, Maintenance                          | 19.23       |             |
| 01311       | Secretary I                                     | 19.23       |             |
| 01312       | Secretary II                                    | 21.51       |             |
| 01313       | Secretary III                                   | 23.97       |             |
| 01320       | Service Order Dispatcher                        | 19.83       |             |
| 01410       | Supply Technician                               | 29.28       |             |
| 01420       | Survey Worker                                   | 18.14       |             |
| 01460       | Switchboard Operator/Receptionist               | 16.12       | ***         |
| 01531       | Travel Clerk I                                  | 16.34       | ***         |
| 01532       | Travel Clerk II                                 | 18.34       |             |
| 01533       | Travel Clerk III                                | 19.72       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01611       | Word Processor I                             | 16.52       | ***         |
| 01612       | Word Processor II                            | 18.54       |             |
| 01613       | Word Processor III                           | 20.74       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 25.82       |             |
| 05010       | Automotive Electrician                       | 22.62       |             |
| 05040       | Automotive Glass Installer                   | 21.42       |             |
| 05070       | Automotive Worker                            | 21.42       |             |
| 05110       | Mobile Equipment Servicer                    | 19.32       |             |
| 05130       | Motor Equipment Metal Mechanic               | 23.72       |             |
| 05160       | Motor Equipment Metal Worker                 | 21.42       |             |
| 05190       | Motor Vehicle Mechanic                       | 23.72       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 18.22       |             |
| 05250       | Motor Vehicle Upholstery Worker              | 20.36       |             |
| 05280       | Motor Vehicle Wrecker                        | 21.42       |             |
| 05310       | Painter, Automotive                          | 22.62       |             |
| 05340       | Radiator Repair Specialist                   | 21.01       |             |
| 05370       | Tire Repairer                                | 18.54       |             |
| 05400       | Transmission Repair Specialist               | 23.72       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 16.60       | ***         |
| 07041       | Cook I                                       | 16.59       | ***         |
| 07042       | Cook II                                      | 18.74       |             |
| 07070       | Dishwasher                                   | 13.70       | ***         |
| 07130       | Food Service Worker                          | 13.51       | ***         |
| 07210       | Meat Cutter                                  | 18.58       |             |
| 07260       | Waiter/Waitress                              | 14.15       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 25.42       |             |
| 09040       | Furniture Handler                            | 15.38       | ***         |
| 09080       | Furniture Refinisher                         | 22.19       |             |
| 09090       | Furniture Refinisher Helper                  | 17.38       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.38       |             |
| 09130       | Upholsterer                                  | 23.91       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.32       | ***         |
| 11060       | Elevator Operator                            | 15.14       | ***         |



| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11090       | Gardener                                   | 20.98       |             |
| 11122       | Housekeeping Aide                          | 15.14       | ***         |
| 11150       | Janitor                                    | 15.14       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 17.49       | ***         |
| 11240       | Maid or Houseman                           | 13.70       | ***         |
| 11260       | Pruner                                     | 15.77       | ***         |
| 11270       | Tractor Operator                           | 19.78       |             |
| 11330       | Trail Maintenance Worker                   | 17.49       | ***         |
| 11360       | Window Cleaner                             | 16.53       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 19.38       |             |
| 12011       | Breath Alcohol Technician                  | 25.41       |             |
| 12012       | Certified Occupational Therapist Assistant | 34.91       |             |
| 12015       | Certified Physical Therapist Assistant     | 34.45       |             |
| 12020       | Dental Assistant                           | 21.92       |             |
| 12025       | Dental Hygienist                           | 42.60       |             |
| 12030       | EKG Technician                             | 37.45       |             |
| 12035       | Electroneurodiagnostic Technologist        | 37.45       |             |
| 12040       | Emergency Medical Technician               | 19.38       |             |
| 12071       | Licensed Practical Nurse I                 | 22.72       |             |
| 12072       | Licensed Practical Nurse II                | 25.41       |             |
| 12073       | Licensed Practical Nurse III               | 28.34       |             |
| 12100       | Medical Assistant                          | 18.71       |             |
| 12130       | Medical Laboratory Technician              | 28.67       |             |
| 12160       | Medical Record Clerk                       | 20.65       |             |
| 12190       | Medical Record Technician                  | 23.25       |             |
| 12195       | Medical Transcriptionist                   | 20.65       |             |
| 12210       | Nuclear Medicine Technologist              | 50.77       |             |
| 12221       | Nursing Assistant I                        | 13.23       | ***         |
| 12222       | Nursing Assistant II                       | 14.89       | ***         |
| 12223       | Nursing Assistant III                      | 16.25       | ***         |
| 12224       | Nursing Assistant IV                       | 18.24       |             |
| 12235       | Optical Dispenser                          | 25.41       |             |
| 12236       | Optical Technician                         | 20.65       |             |
| 12250       | Pharmacy Technician                        | 19.92       |             |
| 12280       | Phlebotomist                               | 19.45       |             |
| 12305       | Radiologic Technologist                    | 33.95       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12311       | Registered Nurse I                                   | 26.38       |             |
| 12312       | Registered Nurse II                                  | 32.26       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.26       |             |
| 12314       | Registered Nurse III                                 | 39.03       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.03       |             |
| 12316       | Registered Nurse IV                                  | 46.79       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.48       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 26.92       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 23.28       |             |
| 13012       | Exhibits Specialist II                               | 28.84       |             |
| 13013       | Exhibits Specialist III                              | 35.29       |             |
| 13041       | Illustrator I                                        | 23.28       |             |
| 13042       | Illustrator II                                       | 28.84       |             |
| 13043       | Illustrator III                                      | 35.29       |             |
| 13047       | Librarian                                            | 35.79       |             |
| 13050       | Library Aide/Clerk                                   | 13.49       | ***         |
| 13054       | Library Information Technology Systems Administrator | 28.84       |             |
| 13058       | Library Technician                                   | 20.90       |             |
| 13061       | Media Specialist I                                   | 20.81       |             |
| 13062       | Media Specialist II                                  | 23.28       |             |
| 13063       | Media Specialist III                                 | 25.96       |             |
| 13071       | Photographer I                                       | 18.92       |             |
| 13072       | Photographer II                                      | 21.16       |             |
| 13073       | Photographer III                                     | 26.22       |             |
| 13074       | Photographer IV                                      | 32.08       |             |
| 13075       | Photographer V                                       | 38.81       |             |
| 13090       | Technical Order Library Clerk                        | 17.31       | ***         |
| 13110       | Video Teleconference Technician                      | 20.81       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.93       |             |
| 14042       | Computer Operator II                                 | 21.18       |             |
| 14043       | Computer Operator III                                | 23.62       |             |
| 14044       | Computer Operator IV                                 | 26.24       |             |
| 14045       | Computer Operator V                                  | 29.06       |             |
| 14071       | Computer Programmer I                                | 24.99       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 18.93       |             |
| 14160       | Personal Computer Support Technician                    | 26.24       |             |
| 14170       | System Support Specialist                               | 30.94       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.40       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 40.41       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 48.45       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.40       |             |
| 15060       | Educational Technologist                                | 36.22       |             |
| 15070       | Flight Instructor (Pilot)                               | 48.45       |             |
| 15080       | Graphic Artist                                          | 26.71       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 48.45       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 48.45       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 48.45       |             |
| 15090       | Technical Instructor                                    | 27.59       |             |
| 15095       | Technical Instructor/Course Developer                   | 33.75       |             |
| 15110       | Test Proctor                                            | 22.28       |             |
| 15120       | Tutor                                                   | 22.28       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 14.48       | ***         |
| 16030       | Counter Attendant                                       | 14.48       | ***         |
| 16040       | Dry Cleaner                                             | 16.56       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 14.48       | ***         |
| 16090       | Presser, Hand                                           | 14.48       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 14.48       | ***         |
| 16130       | Presser, Machine, Shirts                                | 14.48       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 14.48       | ***         |
| 16190       | Sewing Machine Operator                                 | 17.26       | ***         |
| 16220       | Tailor                                                  | 17.95       |             |
| 16250       | Washer, Machine                                         | 15.17       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.93       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 19040       | Tool And Die Maker                                | 29.86            |
| 21000       | Materials Handling And Packing Occupations        |                  |
| 21020       | Forklift Operator                                 | 21.73            |
| 21030       | Material Coordinator                              | 28.52            |
| 21040       | Material Expediter                                | 28.52            |
| 21050       | Material Handling Laborer                         | 18.46            |
| 21071       | Order Filler                                      | 16.45 ***        |
| 21080       | Production Line Worker (Food Processing)          | 21.73            |
| 21110       | Shipping Packer                                   | 19.25            |
| 21130       | Shipping/Receiving Clerk                          | 19.25            |
| 21140       | Store Worker I                                    | 16.44 ***        |
| 21150       | Stock Clerk                                       | 20.60            |
| 21210       | Tools And Parts Attendant                         | 21.73            |
| 21410       | Warehouse Specialist                              | 21.73            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 30.16            |
| 23019       | Aircraft Logs and Records Technician              | 24.38            |
| 23021       | Aircraft Mechanic I                               | 28.78            |
| 23022       | Aircraft Mechanic II                              | 30.16            |
| 23023       | Aircraft Mechanic III                             | 31.58            |
| 23040       | Aircraft Mechanic Helper                          | 21.36            |
| 23050       | Aircraft, Painter                                 | 27.42            |
| 23060       | Aircraft Servicer                                 | 24.38            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 27.42            |
| 23080       | Aircraft Worker                                   | 25.91            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 25.91            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 28.78            |
| 23110       | Appliance Mechanic                                | 24.77            |
| 23120       | Bicycle Repairer                                  | 22.92            |
| 23125       | Cable Splicer                                     | 33.74            |
| 23130       | Carpenter, Maintenance                            | 22.52            |
| 23140       | Carpet Layer                                      | 25.91            |
| 23160       | Electrician, Maintenance                          | 29.23            |
| 23181       | Electronics Technician Maintenance I              | 29.66            |
| 23182       | Electronics Technician Maintenance II             | 31.31            |
| 23183       | Electronics Technician Maintenance III            | 32.84            |
| 23260       | Fabric Worker                                     | 24.38            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23290       | Fire Alarm System Mechanic                                             | 26.45            |
| 23310       | Fire Extinguisher Repairer                                             | 22.92            |
| 23311       | Fuel Distribution System Mechanic                                      | 32.30            |
| 23312       | Fuel Distribution System Operator                                      | 26.17            |
| 23370       | General Maintenance Worker                                             | 22.07            |
| 23380       | Ground Support Equipment Mechanic                                      | 28.78            |
| 23381       | Ground Support Equipment Servicer                                      | 24.38            |
| 23382       | Ground Support Equipment Worker                                        | 25.91            |
| 23391       | Gunsmith I                                                             | 22.92            |
| 23392       | Gunsmith II                                                            | 25.91            |
| 23393       | Gunsmith III                                                           | 28.78            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.95            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 28.25            |
| 23430       | Heavy Equipment Mechanic                                               | 29.06            |
| 23440       | Heavy Equipment Operator                                               | 23.97            |
| 23460       | Instrument Mechanic                                                    | 28.78            |
| 23465       | Laboratory/Shelter Mechanic                                            | 27.42            |
| 23470       | Laborer                                                                | 18.46            |
| 23510       | Locksmith                                                              | 27.42            |
| 23530       | Machinery Maintenance Mechanic                                         | 29.26            |
| 23550       | Machinist, Maintenance                                                 | 27.95            |
| 23580       | Maintenance Trades Helper                                              | 18.52            |
| 23591       | Metrology Technician I                                                 | 28.78            |
| 23592       | Metrology Technician II                                                | 30.16            |
| 23593       | Metrology Technician III                                               | 31.58            |
| 23640       | Millwright                                                             | 29.08            |
| 23710       | Office Appliance Repairer                                              | 24.93            |
| 23760       | Painter, Maintenance                                                   | 21.01            |
| 23790       | Pipefitter, Maintenance                                                | 26.73            |
| 23810       | Plumber, Maintenance                                                   | 25.45            |
| 23820       | Pneudraulic Systems Mechanic                                           | 28.78            |
| 23850       | Rigger                                                                 | 28.78            |
| 23870       | Scale Mechanic                                                         | 25.91            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 26.48            |
| 23910       | Small Engine Mechanic                                                  | 21.83            |
| 23931       | Telecommunications Mechanic I                                          | 33.75            |
| 23932       | Telecommunications Mechanic II                                         | 35.43            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23950                                         | Telephone Lineman                                 | 35.60       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 25.10       |             |
| 23965                                         | Well Driller                                      | 28.78       |             |
| 23970                                         | Woodcraft Worker                                  | 28.78       |             |
| 23980                                         | Woodworker                                        | 22.92       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 19.14       |             |
| 24570                                         | Child Care Attendant                              | 13.62       | ***         |
| 24580                                         | Child Care Center Clerk                           | 16.98       | ***         |
| 24610                                         | Chore Aide                                        | 13.36       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 19.14       |             |
| 24630                                         | Homemaker                                         | 19.14       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 28.45       |             |
| 25040                                         | Sewage Plant Operator                             | 22.65       |             |
| 25070                                         | Stationary Engineer                               | 28.45       |             |
| 25190                                         | Ventilation Equipment Tender                      | 21.03       |             |
| 25210                                         | Water Treatment Plant Operator                    | 22.65       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 20.55       |             |
| 27007                                         | Baggage Inspector                                 | 18.59       |             |
| 27008                                         | Corrections Officer                               | 22.83       |             |
| 27010                                         | Court Security Officer                            | 24.55       |             |
| 27030                                         | Detection Dog Handler                             | 20.79       |             |
| 27040                                         | Detention Officer                                 | 22.83       |             |
| 27070                                         | Firefighter                                       | 25.60       |             |
| 27101                                         | Guard I                                           | 18.59       |             |
| 27102                                         | Guard II                                          | 20.79       |             |
| 27131                                         | Police Officer I                                  | 25.54       |             |
| 27132                                         | Police Officer II                                 | 28.38       |             |
| 28000 Recreation Occupations                  |                                                   |             |             |
| 28041                                         | Carnival Equipment Operator                       | 16.37       | ***         |
| 28042                                         | Carnival Equipment Repairer                       | 17.46       | ***         |
| 28043                                         | Carnival Worker                                   | 13.27       | ***         |
| 28210                                         | Gate Attendant/Gate Tender                        | 18.70       |             |
| 28310                                         | Lifeguard                                         | 13.44       | ***         |
| 28350                                         | Park Attendant (Aide)                             | 20.91       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28510       | Recreation Aide/Health Facility Attendant      | 15.27 ***        |
| 28515       | Recreation Specialist                          | 25.92            |
| 28630       | Sports Official                                | 16.67 ***        |
| 28690       | Swimming Pool Operator                         | 19.72            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 26.40            |
| 29020       | Hatch Tender                                   | 26.40            |
| 29030       | Line Handler                                   | 26.40            |
| 29041       | Stevedore I                                    | 24.84            |
| 29042       | Stevedore II                                   | 27.94            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 47.18 see 2      |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.53 see 2      |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.83 see 2      |
| 30021       | Archeological Technician I                     | 20.29            |
| 30022       | Archeological Technician II                    | 22.69            |
| 30023       | Archeological Technician III                   | 27.65            |
| 30030       | Cartographic Technician                        | 28.13            |
| 30040       | Civil Engineering Technician                   | 27.91            |
| 30051       | Cryogenic Technician I                         | 30.51            |
| 30052       | Cryogenic Technician II                        | 33.71            |
| 30061       | Drafter/CAD Operator I                         | 20.29            |
| 30062       | Drafter/CAD Operator II                        | 22.69            |
| 30063       | Drafter/CAD Operator III                       | 25.30            |
| 30064       | Drafter/CAD Operator IV                        | 31.14            |
| 30081       | Engineering Technician I                       | 19.81            |
| 30082       | Engineering Technician II                      | 22.24            |
| 30083       | Engineering Technician III                     | 24.87            |
| 30084       | Engineering Technician IV                      | 30.81            |
| 30085       | Engineering Technician V                       | 37.68            |
| 30086       | Engineering Technician VI                      | 45.59            |
| 30090       | Environmental Technician                       | 27.55            |
| 30095       | Evidence Control Specialist                    | 27.55            |
| 30210       | Laboratory Technician                          | 24.77            |
| 30221       | Latent Fingerprint Technician I                | 30.51            |
| 30222       | Latent Fingerprint Technician II               | 33.71            |
| 30240       | Mathematical Technician                        | 28.13            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30361       | Paralegal/Legal Assistant I                              | 22.89       |             |
| 30362       | Paralegal/Legal Assistant II                             | 28.36       |             |
| 30363       | Paralegal/Legal Assistant III                            | 34.69       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 41.98       |             |
| 30375       | Petroleum Supply Specialist                              | 33.71       |             |
| 30390       | Photo-Optics Technician                                  | 28.13       |             |
| 30395       | Radiation Control Technician                             | 33.71       |             |
| 30461       | Technical Writer I                                       | 27.55       |             |
| 30462       | Technical Writer II                                      | 33.71       |             |
| 30463       | Technical Writer III                                     | 40.78       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.99       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.28       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 43.48       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.99       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.99       |             |
| 30501       | Weather Forecaster I                                     | 30.82       |             |
| 30502       | Weather Forecaster II                                    | 37.12       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.30       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.03       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 36.28       |             |
| 31020       | Bus Aide                                                 | 15.46       | ***         |
| 31030       | Bus Driver                                               | 21.42       |             |
| 31043       | Driver Courier                                           | 17.61       | ***         |
| 31260       | Parking and Lot Attendant                                | 14.16       | ***         |
| 31290       | Shuttle Bus Driver                                       | 15.64       | ***         |
| 31310       | Taxi Driver                                              | 13.41       | ***         |
| 31361       | Truckdriver, Light                                       | 18.68       |             |
| 31362       | Truckdriver, Medium                                      | 19.68       |             |
| 31363       | Truckdriver, Heavy                                       | 23.57       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.57       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.69       | ***         |
| 99030       | Cashier                                                  | 13.83       | ***         |
| 99050       | Desk Clerk                                               | 13.50       | ***         |
| 99095       | Embalmer                                                 | 30.76       |             |
| 99130       | Flight Follower                                          | 29.99       |             |



| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99251       | Laboratory Animal Caretaker I   | 16.23       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 17.40       | ***         |
| 99260       | Marketing Analyst               | 31.22       |             |
| 99310       | Mortician                       | 30.76       |             |
| 99410       | Pest Controller                 | 18.68       |             |
| 99510       | Photofinishing Worker           | 15.76       | ***         |
| 99710       | Recycling Laborer               | 18.11       |             |
| 99711       | Recycling Specialist            | 20.79       |             |
| 99730       | Refuse Collector                | 16.69       | ***         |
| 99810       | Sales Clerk                     | 14.48       | ***         |
| 99820       | School Crossing Guard           | 17.38       | ***         |
| 99830       | Survey Party Chief              | 25.34       |             |
| 99831       | Surveying Aide                  | 15.82       | ***         |
| 99832       | Surveying Technician            | 23.04       |             |
| 99840       | Vending Machine Attendant       | 21.40       |             |
| 99841       | Vending Machine Repairer        | 25.95       |             |
| 99842       | Vending Machine Repairer Helper | 21.40       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5839**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Hood, Somervell

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 18.67       |             |
| 01012       | Accounting Clerk II                             | 20.95       |             |
| 01013       | Accounting Clerk III                            | 23.43       |             |
| 01020       | Administrative Assistant                        | 36.05       |             |
| 01035       | Court Reporter                                  | 27.84       |             |
| 01041       | Customer Service Representative I               | 15.66       | ***         |
| 01042       | Customer Service Representative II              | 17.09       | ***         |
| 01043       | Customer Service Representative III             | 19.18       |             |
| 01051       | Data Entry Operator I                           | 16.40       | ***         |
| 01052       | Data Entry Operator II                          | 17.89       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 21.58       |             |
| 01070       | Document Preparation Clerk                      | 18.70       |             |
| 01090       | Duplicating Machine Operator                    | 18.70       |             |
| 01111       | General Clerk I                                 | 15.48       | ***         |
| 01112       | General Clerk II                                | 16.89       | ***         |
| 01113       | General Clerk III                               | 18.95       |             |
| 01120       | Housing Referral Assistant                      | 24.15       |             |
| 01141       | Messenger Courier                               | 18.01       |             |
| 01191       | Order Clerk I                                   | 18.57       |             |
| 01192       | Order Clerk II                                  | 20.26       |             |
| 01261       | Personnel Assistant (Employment) I              | 19.02       |             |
| 01262       | Personnel Assistant (Employment) II             | 21.27       |             |
| 01263       | Personnel Assistant (Employment) III            | 23.72       |             |
| 01270       | Production Control Clerk                        | 24.46       |             |
| 01290       | Rental Clerk                                    | 16.89       | ***         |
| 01300       | Scheduler, Maintenance                          | 19.37       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 19.37       |             |
| 01312       | Secretary II                             | 21.66       |             |
| 01313       | Secretary III                            | 24.15       |             |
| 01320       | Service Order Dispatcher                 | 19.29       |             |
| 01410       | Supply Technician                        | 36.05       |             |
| 01420       | Survey Worker                            | 19.81       |             |
| 01460       | Switchboard Operator/Receptionist        | 17.08       | ***         |
| 01531       | Travel Clerk I                           | 19.18       |             |
| 01532       | Travel Clerk II                          | 21.52       |             |
| 01533       | Travel Clerk III                         | 23.95       |             |
| 01611       | Word Processor I                         | 17.22       | ***         |
| 01612       | Word Processor II                        | 19.34       |             |
| 01613       | Word Processor III                       | 21.63       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 24.49       |             |
| 05010       | Automotive Electrician                   | 22.25       |             |
| 05040       | Automotive Glass Installer               | 21.40       |             |
| 05070       | Automotive Worker                        | 21.93       |             |
| 05110       | Mobile Equipment Servicer                | 18.37       |             |
| 05130       | Motor Equipment Metal Mechanic           | 23.43       |             |
| 05160       | Motor Equipment Metal Worker             | 21.40       |             |
| 05190       | Motor Vehicle Mechanic                   | 23.43       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 17.15       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 20.43       |             |
| 05280       | Motor Vehicle Wrecker                    | 21.10       |             |
| 05310       | Painter, Automotive                      | 22.25       |             |
| 05340       | Radiator Repair Specialist               | 21.10       |             |
| 05370       | Tire Repairer                            | 16.57       | ***         |
| 05400       | Transmission Repair Specialist           | 23.43       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 14.67       | ***         |
| 07041       | Cook I                                   | 15.94       | ***         |
| 07042       | Cook II                                  | 18.30       |             |
| 07070       | Dishwasher                               | 14.00       | ***         |
| 07130       | Food Service Worker                      | 14.42       | ***         |
| 07210       | Meat Cutter                              | 16.49       | ***         |
| 07260       | Waiter/Waitress                          | 11.78       | ***         |



| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.36       |             |
| 09040       | Furniture Handler                            | 12.44       | ***         |
| 09080       | Furniture Refinisher                         | 19.92       |             |
| 09090       | Furniture Refinisher Helper                  | 15.05       | ***         |
| 09110       | Furniture Repairer, Minor                    | 17.86       |             |
| 09130       | Upholsterer                                  | 17.98       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.04       | ***         |
| 11060       | Elevator Operator                            | 15.10       | ***         |
| 11090       | Gardener                                     | 23.78       |             |
| 11122       | Housekeeping Aide                            | 15.26       | ***         |
| 11150       | Janitor                                      | 15.26       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.69       | ***         |
| 11240       | Maid or Houseman                             | 14.55       | ***         |
| 11260       | Pruner                                       | 15.63       | ***         |
| 11270       | Tractor Operator                             | 21.73       |             |
| 11330       | Trail Maintenance Worker                     | 17.69       | ***         |
| 11360       | Window Cleaner                               | 17.27       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 18.28       |             |
| 12011       | Breath Alcohol Technician                    | 25.60       |             |
| 12012       | Certified Occupational Therapist Assistant   | 38.16       |             |
| 12015       | Certified Physical Therapist Assistant       | 37.56       |             |
| 12020       | Dental Assistant                             | 22.49       |             |
| 12025       | Dental Hygienist                             | 44.25       |             |
| 12030       | EKG Technician                               | 29.26       |             |
| 12035       | Electroneurodiagnostic Technologist          | 29.26       |             |
| 12040       | Emergency Medical Technician                 | 18.28       |             |
| 12071       | Licensed Practical Nurse I                   | 22.89       |             |
| 12072       | Licensed Practical Nurse II                  | 25.60       |             |
| 12073       | Licensed Practical Nurse III                 | 28.55       |             |
| 12100       | Medical Assistant                            | 18.87       |             |
| 12130       | Medical Laboratory Technician                | 28.50       |             |
| 12160       | Medical Record Clerk                         | 20.80       |             |
| 12190       | Medical Record Technician                    | 23.27       |             |
| 12195       | Medical Transcriptionist                     | 20.16       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 51.32       |             |
| 12221       | Nursing Assistant I                                  | 14.31       | ***         |
| 12222       | Nursing Assistant II                                 | 16.10       | ***         |
| 12223       | Nursing Assistant III                                | 17.57       | ***         |
| 12224       | Nursing Assistant IV                                 | 19.72       |             |
| 12235       | Optical Dispenser                                    | 19.50       |             |
| 12236       | Optical Technician                                   | 17.59       | ***         |
| 12250       | Pharmacy Technician                                  | 20.33       |             |
| 12280       | Phlebotomist                                         | 20.27       |             |
| 12305       | Radiologic Technologist                              | 36.63       |             |
| 12311       | Registered Nurse I                                   | 29.38       |             |
| 12312       | Registered Nurse II                                  | 35.93       |             |
| 12313       | Registered Nurse II, Specialist                      | 35.93       |             |
| 12314       | Registered Nurse III                                 | 43.47       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 43.47       |             |
| 12316       | Registered Nurse IV                                  | 52.12       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.72       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 25.92       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 23.02       |             |
| 13012       | Exhibits Specialist II                               | 28.52       |             |
| 13013       | Exhibits Specialist III                              | 34.89       |             |
| 13041       | Illustrator I                                        | 24.95       |             |
| 13042       | Illustrator II                                       | 30.91       |             |
| 13043       | Illustrator III                                      | 37.82       |             |
| 13047       | Librarian                                            | 33.18       |             |
| 13050       | Library Aide/Clerk                                   | 15.10       | ***         |
| 13054       | Library Information Technology Systems Administrator | 29.96       |             |
| 13058       | Library Technician                                   | 18.21       |             |
| 13061       | Media Specialist I                                   | 21.62       |             |
| 13062       | Media Specialist II                                  | 24.18       |             |
| 13063       | Media Specialist III                                 | 26.97       |             |
| 13071       | Photographer I                                       | 19.30       |             |
| 13072       | Photographer II                                      | 21.59       |             |
| 13073       | Photographer III                                     | 26.75       |             |
| 13074       | Photographer IV                                      | 32.72       |             |
| 13075       | Photographer V                                       | 39.59       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 18.95       |             |
| 13110       | Video Teleconference Technician                         | 23.66       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 24.21       |             |
| 14042       | Computer Operator II                                    | 27.07       |             |
| 14043       | Computer Operator III                                   | 30.19       |             |
| 14044       | Computer Operator IV                                    | 33.55       |             |
| 14045       | Computer Operator V                                     | 37.15       |             |
| 14071       | Computer Programmer I                                   |             | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 24.21       |             |
| 14160       | Personal Computer Support Technician                    | 33.55       |             |
| 14170       | System Support Specialist                               | 37.15       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 38.60       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 46.79       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 55.98       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 38.60       |             |
| 15060       | Educational Technologist                                | 37.48       |             |
| 15070       | Flight Instructor (Pilot)                               | 55.98       |             |
| 15080       | Graphic Artist                                          | 27.74       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 55.98       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 55.98       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 55.98       |             |
| 15090       | Technical Instructor                                    | 27.42       |             |
| 15095       | Technical Instructor/Course Developer                   | 33.55       |             |
| 15110       | Test Proctor                                            | 22.14       |             |
| 15120       | Tutor                                                   | 22.14       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.91       | ***         |
| 16030       | Counter Attendant                                       | 11.91       | ***         |
| 16040       | Dry Cleaner                                             | 15.30       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 11.91       | ***         |
| 16090       | Presser, Hand                                     | 11.91       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 11.91       | ***         |
| 16130       | Presser, Machine, Shirts                          | 11.91       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 11.91       | ***         |
| 16190       | Sewing Machine Operator                           | 16.22       | ***         |
| 16220       | Tailor                                            | 17.44       | ***         |
| 16250       | Washer, Machine                                   | 13.09       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 24.48       |             |
| 19040       | Tool And Die Maker                                | 29.58       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 21.16       |             |
| 21030       | Material Coordinator                              | 24.46       |             |
| 21040       | Material Expediter                                | 24.46       |             |
| 21050       | Material Handling Laborer                         | 18.06       |             |
| 21071       | Order Filler                                      | 17.46       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 21.16       |             |
| 21110       | Shipping Packer                                   | 18.31       |             |
| 21130       | Shipping/Receiving Clerk                          | 18.31       |             |
| 21140       | Store Worker I                                    | 14.35       | ***         |
| 21150       | Stock Clerk                                       | 20.80       |             |
| 21210       | Tools And Parts Attendant                         | 21.16       |             |
| 21410       | Warehouse Specialist                              | 21.16       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 42.15       |             |
| 23019       | Aircraft Logs and Records Technician              | 34.24       |             |
| 23021       | Aircraft Mechanic I                               | 40.22       |             |
| 23022       | Aircraft Mechanic II                              | 42.15       |             |
| 23023       | Aircraft Mechanic III                             | 44.11       |             |
| 23040       | Aircraft Mechanic Helper                          | 28.82       |             |
| 23050       | Aircraft, Painter                                 | 38.19       |             |
| 23060       | Aircraft Servicer                                 | 34.24       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 38.19       |             |
| 23080       | Aircraft Worker                                   | 36.23       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 36.23       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 40.22       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23110       | Appliance Mechanic                                                     | 22.72       |             |
| 23120       | Bicycle Repairer                                                       | 20.03       |             |
| 23125       | Cable Splicer                                                          | 34.83       |             |
| 23130       | Carpenter, Maintenance                                                 | 23.13       |             |
| 23140       | Carpet Layer                                                           | 22.34       |             |
| 23160       | Electrician, Maintenance                                               | 26.62       |             |
| 23181       | Electronics Technician Maintenance I                                   | 29.13       |             |
| 23182       | Electronics Technician Maintenance II                                  | 30.70       |             |
| 23183       | Electronics Technician Maintenance III                                 | 32.33       |             |
| 23260       | Fabric Worker                                                          | 25.58       |             |
| 23290       | Fire Alarm System Mechanic                                             | 24.37       |             |
| 23310       | Fire Extinguisher Repairer                                             | 21.56       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 22.84       |             |
| 23312       | Fuel Distribution System Operator                                      | 17.91       |             |
| 23370       | General Maintenance Worker                                             | 21.20       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 40.22       |             |
| 23381       | Ground Support Equipment Servicer                                      | 34.24       |             |
| 23382       | Ground Support Equipment Worker                                        | 36.23       |             |
| 23391       | Gunsmith I                                                             | 21.56       |             |
| 23392       | Gunsmith II                                                            | 24.77       |             |
| 23393       | Gunsmith III                                                           | 27.49       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.12       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.38       |             |
| 23430       | Heavy Equipment Mechanic                                               | 29.88       |             |
| 23440       | Heavy Equipment Operator                                               | 23.36       |             |
| 23460       | Instrument Mechanic                                                    | 27.95       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.10       |             |
| 23470       | Laborer                                                                | 18.06       |             |
| 23510       | Locksmith                                                              | 23.68       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 29.66       |             |
| 23550       | Machinist, Maintenance                                                 | 25.54       |             |
| 23580       | Maintenance Trades Helper                                              | 17.33       | ***         |
| 23591       | Metrology Technician I                                                 | 27.95       |             |
| 23592       | Metrology Technician II                                                | 29.30       |             |
| 23593       | Metrology Technician III                                               | 30.67       |             |
| 23640       | Millwright                                                             | 29.85       |             |
| 23710       | Office Appliance Repairer                                              | 21.67       |             |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 21.24       |             |
| 23790                                         | Pipefitter, Maintenance                           | 30.10       |             |
| 23810                                         | Plumber, Maintenance                              | 28.58       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 27.49       |             |
| 23850                                         | Rigger                                            | 25.26       |             |
| 23870                                         | Scale Mechanic                                    | 24.77       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 24.84       |             |
| 23910                                         | Small Engine Mechanic                             | 22.93       |             |
| 23931                                         | Telecommunications Mechanic I                     | 29.53       |             |
| 23932                                         | Telecommunications Mechanic II                    | 30.96       |             |
| 23950                                         | Telephone Lineman                                 | 32.25       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 23.03       |             |
| 23965                                         | Well Driller                                      | 25.49       |             |
| 23970                                         | Woodcraft Worker                                  | 27.49       |             |
| 23980                                         | Woodworker                                        | 21.56       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 20.62       |             |
| 24570                                         | Child Care Attendant                              | 13.84       | ***         |
| 24580                                         | Child Care Center Clerk                           | 17.25       | ***         |
| 24610                                         | Chore Aide                                        | 11.04       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 20.62       |             |
| 24630                                         | Homemaker                                         | 20.62       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 31.76       |             |
| 25040                                         | Sewage Plant Operator                             | 23.39       |             |
| 25070                                         | Stationary Engineer                               | 31.76       |             |
| 25190                                         | Ventilation Equipment Tender                      | 22.76       |             |
| 25210                                         | Water Treatment Plant Operator                    | 23.39       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 24.02       |             |
| 27007                                         | Baggage Inspector                                 | 17.00       | ***         |
| 27008                                         | Corrections Officer                               | 25.57       |             |
| 27010                                         | Court Security Officer                            | 27.84       |             |
| 27030                                         | Detection Dog Handler                             | 19.02       |             |
| 27040                                         | Detention Officer                                 | 25.57       |             |
| 27070                                         | Firefighter                                       | 30.45       |             |
| 27101                                         | Guard I                                           | 17.00       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 19.02       |             |
| 27131       | Police Officer I                               | 36.47       |             |
| 27132       | Police Officer II                              | 40.52       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 17.24       | ***         |
| 28042       | Carnival Equipment Repairer                    | 18.84       |             |
| 28043       | Carnival Worker                                | 12.40       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.74       | ***         |
| 28310       | Lifeguard                                      | 12.71       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.85       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.49       | ***         |
| 28515       | Recreation Specialist                          | 24.59       |             |
| 28630       | Sports Official                                | 15.81       | ***         |
| 28690       | Swimming Pool Operator                         | 21.65       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 31.94       |             |
| 29020       | Hatch Tender                                   | 31.94       |             |
| 29030       | Line Handler                                   | 31.94       |             |
| 29041       | Stevedore I                                    | 30.20       |             |
| 29042       | Stevedore II                                   | 33.66       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 49.12       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.87       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.30       | see 2       |
| 30021       | Archeological Technician I                     | 20.07       |             |
| 30022       | Archeological Technician II                    | 22.40       |             |
| 30023       | Archeological Technician III                   | 27.75       |             |
| 30030       | Cartographic Technician                        | 27.75       |             |
| 30040       | Civil Engineering Technician                   | 29.81       |             |
| 30051       | Cryogenic Technician I                         | 29.26       |             |
| 30052       | Cryogenic Technician II                        | 32.32       |             |
| 30061       | Drafter/CAD Operator I                         | 20.07       |             |
| 30062       | Drafter/CAD Operator II                        | 22.40       |             |
| 30063       | Drafter/CAD Operator III                       | 24.97       |             |
| 30064       | Drafter/CAD Operator IV                        | 30.73       |             |
| 30081       | Engineering Technician I                       | 19.32       |             |
| 30082       | Engineering Technician II                      | 21.67       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30083       | Engineering Technician III                               | 24.23            |
| 30084       | Engineering Technician IV                                | 30.03            |
| 30085       | Engineering Technician V                                 | 36.74            |
| 30086       | Engineering Technician VI                                | 44.45            |
| 30090       | Environmental Technician                                 | 25.52            |
| 30095       | Evidence Control Specialist                              | 26.42            |
| 30210       | Laboratory Technician                                    | 27.98            |
| 30221       | Latent Fingerprint Technician I                          | 28.73            |
| 30222       | Latent Fingerprint Technician II                         | 31.74            |
| 30240       | Mathematical Technician                                  | 33.58            |
| 30361       | Paralegal/Legal Assistant I                              | 24.36            |
| 30362       | Paralegal/Legal Assistant II                             | 30.18            |
| 30363       | Paralegal/Legal Assistant III                            | 36.92            |
| 30364       | Paralegal/Legal Assistant IV                             | 44.66            |
| 30375       | Petroleum Supply Specialist                              | 32.32            |
| 30390       | Photo-Optics Technician                                  | 27.75            |
| 30395       | Radiation Control Technician                             | 32.32            |
| 30461       | Technical Writer I                                       | 28.26            |
| 30462       | Technical Writer II                                      | 34.56            |
| 30463       | Technical Writer III                                     | 41.81            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 31.21            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.77            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 45.27            |
| 30494       | Unexploded (UXO) Safety Escort                           | 31.21            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 31.21            |
| 30501       | Weather Forecaster I                                     | 29.26            |
| 30502       | Weather Forecaster II                                    | 35.59            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.97 see 2      |
| 30621       | Weather Observer, Senior                                 | 26.42 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 37.77            |
| 31020       | Bus Aide                                                 | 16.45 ***        |
| 31030       | Bus Driver                                               | 23.99            |
| 31043       | Driver Courier                                           | 19.42            |
| 31260       | Parking and Lot Attendant                                | 13.20 ***        |
| 31290       | Shuttle Bus Driver                                       | 18.53            |
| 31310       | Taxi Driver                                              | 13.24 ***        |



| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 21.25       |             |
| 31362       | Truckdriver, Medium             | 23.08       |             |
| 31363       | Truckdriver, Heavy              | 25.67       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 25.67       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 18.41       |             |
| 99030       | Cashier                         | 13.48       | ***         |
| 99050       | Desk Clerk                      | 14.92       | ***         |
| 99095       | Embalmer                        | 26.97       |             |
| 99130       | Flight Follower                 | 31.21       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.21       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 17.73       | ***         |
| 99260       | Marketing Analyst               | 37.40       |             |
| 99310       | Mortician                       | 26.46       |             |
| 99410       | Pest Controller                 | 23.68       |             |
| 99510       | Photofinishing Worker           | 16.40       | ***         |
| 99710       | Recycling Laborer               | 23.22       |             |
| 99711       | Recycling Specialist            | 28.52       |             |
| 99730       | Refuse Collector                | 20.52       |             |
| 99810       | Sales Clerk                     | 14.98       | ***         |
| 99820       | School Crossing Guard           | 15.36       | ***         |
| 99830       | Survey Party Chief              | 32.88       |             |
| 99831       | Surveying Aide                  | 19.07       |             |
| 99832       | Surveying Technician            | 24.00       |             |
| 99840       | Vending Machine Attendant       | 17.05       | ***         |
| 99841       | Vending Machine Repairer        | 20.93       |             |
| 99842       | Vending Machine Repairer Helper | 17.01       | ***         |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all

occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5841**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Brewster, Jeff Davis, Presidio, Terrell

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.20       | ***         |
| 01012       | Accounting Clerk II                             | 18.18       |             |
| 01013       | Accounting Clerk III                            | 20.34       |             |
| 01020       | Administrative Assistant                        | 27.30       |             |
| 01035       | Court Reporter                                  | 20.11       |             |
| 01041       | Customer Service Representative I               | 14.75       | ***         |
| 01042       | Customer Service Representative II              | 16.09       | ***         |
| 01043       | Customer Service Representative III             | 18.06       |             |
| 01051       | Data Entry Operator I                           | 16.04       | ***         |
| 01052       | Data Entry Operator II                          | 17.50       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.98       |             |
| 01070       | Document Preparation Clerk                      | 16.02       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.02       | ***         |
| 01111       | General Clerk I                                 | 14.30       | ***         |
| 01112       | General Clerk II                                | 16.25       | ***         |
| 01113       | General Clerk III                               | 17.51       | ***         |
| 01120       | Housing Referral Assistant                      | 22.43       |             |
| 01141       | Messenger Courier                               | 13.17       | ***         |
| 01191       | Order Clerk I                                   | 18.02       |             |
| 01192       | Order Clerk II                                  | 19.87       |             |
| 01261       | Personnel Assistant (Employment) I              | 17.72       | ***         |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01262       | Personnel Assistant (Employment) II      | 19.82       |             |
| 01263       | Personnel Assistant (Employment) III     | 22.10       |             |
| 01270       | Production Control Clerk                 | 21.13       |             |
| 01290       | Rental Clerk                             | 15.47       | ***         |
| 01300       | Scheduler, Maintenance                   | 17.98       |             |
| 01311       | Secretary I                              | 17.98       |             |
| 01312       | Secretary II                             | 20.11       |             |
| 01313       | Secretary III                            | 22.43       |             |
| 01320       | Service Order Dispatcher                 | 19.65       |             |
| 01410       | Supply Technician                        | 27.30       |             |
| 01420       | Survey Worker                            | 15.22       | ***         |
| 01460       | Switchboard Operator/Receptionist        | 14.06       | ***         |
| 01531       | Travel Clerk I                           | 14.01       | ***         |
| 01532       | Travel Clerk II                          | 15.15       | ***         |
| 01533       | Travel Clerk III                         | 16.15       | ***         |
| 01611       | Word Processor I                         | 16.02       | ***         |
| 01612       | Word Processor II                        | 17.98       |             |
| 01613       | Word Processor III                       | 20.11       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 21.36       |             |
| 05010       | Automotive Electrician                   | 23.02       |             |
| 05040       | Automotive Glass Installer               | 21.56       |             |
| 05070       | Automotive Worker                        | 21.56       |             |
| 05110       | Mobile Equipment Servicer                | 18.58       |             |
| 05130       | Motor Equipment Metal Mechanic           | 24.56       |             |
| 05160       | Motor Equipment Metal Worker             | 21.56       |             |
| 05190       | Motor Vehicle Mechanic                   | 24.56       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 17.08       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 20.05       |             |
| 05280       | Motor Vehicle Wrecker                    | 21.56       |             |
| 05310       | Painter, Automotive                      | 23.02       |             |
| 05340       | Radiator Repair Specialist               | 21.56       |             |
| 05370       | Tire Repairer                            | 14.63       | ***         |
| 05400       | Transmission Repair Specialist           | 24.56       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 12.50       | ***         |
| 07041       | Cook I                                   | 13.19       | ***         |



| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 15.31       | ***         |
| 07070       | Dishwasher                                   | 11.34       | ***         |
| 07130       | Food Service Worker                          | 12.38       | ***         |
| 07210       | Meat Cutter                                  | 17.57       | ***         |
| 07260       | Waiter/Waitress                              | 10.58       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.38       |             |
| 09040       | Furniture Handler                            | 13.16       | ***         |
| 09080       | Furniture Refinisher                         | 21.38       |             |
| 09090       | Furniture Refinisher Helper                  | 15.86       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.62       |             |
| 09130       | Upholsterer                                  | 21.38       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.68       | ***         |
| 11060       | Elevator Operator                            | 13.99       | ***         |
| 11090       | Gardener                                     | 20.56       |             |
| 11122       | Housekeeping Aide                            | 13.99       | ***         |
| 11150       | Janitor                                      | 13.99       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 15.61       | ***         |
| 11240       | Maid or Houseman                             | 11.94       | ***         |
| 11260       | Pruner                                       | 14.48       | ***         |
| 11270       | Tractor Operator                             | 18.90       |             |
| 11330       | Trail Maintenance Worker                     | 15.61       | ***         |
| 11360       | Window Cleaner                               | 15.02       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 16.87       | ***         |
| 12011       | Breath Alcohol Technician                    | 21.92       |             |
| 12012       | Certified Occupational Therapist Assistant   | 33.00       |             |
| 12015       | Certified Physical Therapist Assistant       | 34.83       |             |
| 12020       | Dental Assistant                             | 17.49       | ***         |
| 12025       | Dental Hygienist                             | 40.38       |             |
| 12030       | EKG Technician                               | 33.23       |             |
| 12035       | Electroneurodiagnostic Technologist          | 33.23       |             |
| 12040       | Emergency Medical Technician                 | 16.87       | ***         |
| 12071       | Licensed Practical Nurse I                   | 19.60       |             |
| 12072       | Licensed Practical Nurse II                  | 21.92       |             |
| 12073       | Licensed Practical Nurse III                 | 24.45       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 16.64       | ***         |
| 12130       | Medical Laboratory Technician                        | 28.75       |             |
| 12160       | Medical Record Clerk                                 | 16.08       | ***         |
| 12190       | Medical Record Technician                            | 17.99       |             |
| 12195       | Medical Transcriptionist                             | 19.60       |             |
| 12210       | Nuclear Medicine Technologist                        | 48.18       |             |
| 12221       | Nursing Assistant I                                  | 12.60       | ***         |
| 12222       | Nursing Assistant II                                 | 14.17       | ***         |
| 12223       | Nursing Assistant III                                | 15.46       | ***         |
| 12224       | Nursing Assistant IV                                 | 17.36       | ***         |
| 12235       | Optical Dispenser                                    | 16.68       | ***         |
| 12236       | Optical Technician                                   | 19.60       |             |
| 12250       | Pharmacy Technician                                  | 17.91       |             |
| 12280       | Phlebotomist                                         | 15.32       | ***         |
| 12305       | Radiologic Technologist                              | 30.76       |             |
| 12311       | Registered Nurse I                                   | 25.61       |             |
| 12312       | Registered Nurse II                                  | 31.33       |             |
| 12313       | Registered Nurse II, Specialist                      | 31.33       |             |
| 12314       | Registered Nurse III                                 | 37.90       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 37.90       |             |
| 12316       | Registered Nurse IV                                  | 45.43       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 27.17       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 22.78       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 18.10       |             |
| 13012       | Exhibits Specialist II                               | 22.43       |             |
| 13013       | Exhibits Specialist III                              | 27.44       |             |
| 13041       | Illustrator I                                        | 18.10       |             |
| 13042       | Illustrator II                                       | 22.43       |             |
| 13043       | Illustrator III                                      | 27.44       |             |
| 13047       | Librarian                                            | 24.84       |             |
| 13050       | Library Aide/Clerk                                   | 13.61       | ***         |
| 13054       | Library Information Technology Systems Administrator | 22.43       |             |
| 13058       | Library Technician                                   | 17.14       | ***         |
| 13061       | Media Specialist I                                   | 16.19       | ***         |
| 13062       | Media Specialist II                                  | 18.10       |             |
| 13063       | Media Specialist III                                 | 20.18       |             |

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 16.19       | ***         |
| 13072       | Photographer II                                 | 18.10       |             |
| 13073       | Photographer III                                | 22.43       |             |
| 13074       | Photographer IV                                 | 27.44       |             |
| 13075       | Photographer V                                  | 33.20       |             |
| 13090       | Technical Order Library Clerk                   | 17.08       | ***         |
| 13110       | Video Teleconference Technician                 | 19.32       |             |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 19.18       |             |
| 14042       | Computer Operator II                            | 21.45       |             |
| 14043       | Computer Operator III                           | 23.91       |             |
| 14044       | Computer Operator IV                            | 26.58       |             |
| 14045       | Computer Operator V                             | 29.43       |             |
| 14071       | Computer Programmer I                           | 22.91       | see 1       |
| 14072       | Computer Programmer II                          |             | see 1       |
| 14073       | Computer Programmer III                         |             | see 1       |
| 14074       | Computer Programmer IV                          |             | see 1       |
| 14101       | Computer Systems Analyst I                      |             | see 1       |
| 14102       | Computer Systems Analyst II                     |             | see 1       |
| 14103       | Computer Systems Analyst III                    |             | see 1       |
| 14150       | Peripheral Equipment Operator                   | 19.18       |             |
| 14160       | Personal Computer Support Technician            | 26.58       |             |
| 14170       | System Support Specialist                       | 29.43       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 31.23       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 37.98       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 45.29       |             |
| 15050       | Computer Based Training Specialist / Instructor | 31.23       |             |
| 15060       | Educational Technologist                        | 31.79       |             |
| 15070       | Flight Instructor (Pilot)                       | 45.29       |             |
| 15080       | Graphic Artist                                  | 23.17       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 45.29       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 45.29       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 45.29       |             |
| 15090       | Technical Instructor                            | 24.18       |             |
| 15095       | Technical Instructor/Course Developer           | 29.59       |             |
| 15110       | Test Proctor                                    | 21.08       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15120       | Tutor                                                   | 21.08       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.35       | ***         |
| 16030       | Counter Attendant                                       | 10.35       | ***         |
| 16040       | Dry Cleaner                                             | 12.20       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 10.35       | ***         |
| 16090       | Presser, Hand                                           | 10.35       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 10.35       | ***         |
| 16130       | Presser, Machine, Shirts                                | 10.35       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 10.35       | ***         |
| 16190       | Sewing Machine Operator                                 | 13.06       | ***         |
| 16220       | Tailor                                                  | 13.92       | ***         |
| 16250       | Washer, Machine                                         | 10.86       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 23.68       |             |
| 19040       | Tool And Die Maker                                      | 29.70       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.67       |             |
| 21030       | Material Coordinator                                    | 19.53       |             |
| 21040       | Material Expediter                                      | 19.53       |             |
| 21050       | Material Handling Laborer                               | 16.94       | ***         |
| 21071       | Order Filler                                            | 15.94       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.67       |             |
| 21110       | Shipping Packer                                         | 19.77       |             |
| 21130       | Shipping/Receiving Clerk                                | 19.77       |             |
| 21140       | Store Worker I                                          | 13.80       | ***         |
| 21150       | Stock Clerk                                             | 17.33       | ***         |
| 21210       | Tools And Parts Attendant                               | 20.67       |             |
| 21410       | Warehouse Specialist                                    | 20.67       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 30.16       |             |
| 23019       | Aircraft Logs and Records Technician                    | 23.13       |             |
| 23021       | Aircraft Mechanic I                                     | 28.51       |             |
| 23022       | Aircraft Mechanic II                                    | 30.16       |             |
| 23023       | Aircraft Mechanic III                                   | 31.79       |             |
| 23040       | Aircraft Mechanic Helper                                | 20.09       |             |
| 23050       | Aircraft, Painter                                       | 26.66       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23060       | Aircraft Servicer                                                      | 23.13       |             |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 26.66       |             |
| 23080       | Aircraft Worker                                                        | 24.28       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 24.28       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 28.51       |             |
| 23110       | Appliance Mechanic                                                     | 23.68       |             |
| 23120       | Bicycle Repairer                                                       | 19.10       |             |
| 23125       | Cable Splicer                                                          | 30.00       |             |
| 23130       | Carpenter, Maintenance                                                 | 24.06       |             |
| 23140       | Carpet Layer                                                           | 22.18       |             |
| 23160       | Electrician, Maintenance                                               | 28.70       |             |
| 23181       | Electronics Technician Maintenance I                                   | 34.82       |             |
| 23182       | Electronics Technician Maintenance II                                  | 37.17       |             |
| 23183       | Electronics Technician Maintenance III                                 | 39.65       |             |
| 23260       | Fabric Worker                                                          | 20.62       |             |
| 23290       | Fire Alarm System Mechanic                                             | 25.26       |             |
| 23310       | Fire Extinguisher Repairer                                             | 19.10       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 27.38       |             |
| 23312       | Fuel Distribution System Operator                                      | 20.69       |             |
| 23370       | General Maintenance Worker                                             | 18.09       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 28.51       |             |
| 23381       | Ground Support Equipment Servicer                                      | 23.13       |             |
| 23382       | Ground Support Equipment Worker                                        | 24.28       |             |
| 23391       | Gunsmith I                                                             | 19.10       |             |
| 23392       | Gunsmith II                                                            | 22.18       |             |
| 23393       | Gunsmith III                                                           | 25.26       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.32       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.74       |             |
| 23430       | Heavy Equipment Mechanic                                               | 27.36       |             |
| 23440       | Heavy Equipment Operator                                               | 22.80       |             |
| 23460       | Instrument Mechanic                                                    | 25.26       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 23.68       |             |
| 23470       | Laborer                                                                | 16.94       | ***         |
| 23510       | Locksmith                                                              | 23.68       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 28.76       |             |
| 23550       | Machinist, Maintenance                                                 | 23.33       |             |
| 23580       | Maintenance Trades Helper                                              | 15.17       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23591       | Metrology Technician I                            | 25.26       |             |
| 23592       | Metrology Technician II                           | 26.79       |             |
| 23593       | Metrology Technician III                          | 28.29       |             |
| 23640       | Millwright                                        | 27.44       |             |
| 23710       | Office Appliance Repairer                         | 23.68       |             |
| 23760       | Painter, Maintenance                              | 19.86       |             |
| 23790       | Pipefitter, Maintenance                           | 27.42       |             |
| 23810       | Plumber, Maintenance                              | 25.70       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 25.26       |             |
| 23850       | Rigger                                            | 27.98       |             |
| 23870       | Scale Mechanic                                    | 22.18       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 24.00       |             |
| 23910       | Small Engine Mechanic                             | 22.18       |             |
| 23931       | Telecommunications Mechanic I                     | 27.85       |             |
| 23932       | Telecommunications Mechanic II                    | 29.47       |             |
| 23950       | Telephone Lineman                                 | 26.23       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.17       |             |
| 23965       | Well Driller                                      | 25.26       |             |
| 23970       | Woodcraft Worker                                  | 25.26       |             |
| 23980       | Woodworker                                        | 19.10       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 17.16       | ***         |
| 24570       | Child Care Attendant                              | 11.87       | ***         |
| 24580       | Child Care Center Clerk                           | 14.80       | ***         |
| 24610       | Chore Aide                                        | 11.78       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 17.16       | ***         |
| 24630       | Homemaker                                         | 17.52       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 23.47       |             |
| 25040       | Sewage Plant Operator                             | 20.43       |             |
| 25070       | Stationary Engineer                               | 23.47       |             |
| 25190       | Ventilation Equipment Tender                      | 16.32       | ***         |
| 25210       | Water Treatment Plant Operator                    | 20.43       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 18.63       |             |
| 27007       | Baggage Inspector                                 | 14.29       | ***         |
| 27008       | Corrections Officer                               | 22.44       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27010       | Court Security Officer                         | 22.71       |             |
| 27030       | Detection Dog Handler                          | 15.98       | ***         |
| 27040       | Detention Officer                              | 22.44       |             |
| 27070       | Firefighter                                    | 22.97       |             |
| 27101       | Guard I                                        | 14.29       | ***         |
| 27102       | Guard II                                       | 15.98       | ***         |
| 27131       | Police Officer I                               | 23.27       |             |
| 27132       | Police Officer II                              | 25.85       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.44       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.71       | ***         |
| 28043       | Carnival Worker                                | 11.16       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.67       | ***         |
| 28310       | Lifeguard                                      | 11.34       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.77       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.43       | ***         |
| 28515       | Recreation Specialist                          | 23.31       |             |
| 28630       | Sports Official                                | 15.74       | ***         |
| 28690       | Swimming Pool Operator                         | 18.24       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 31.80       |             |
| 29020       | Hatch Tender                                   | 31.80       |             |
| 29030       | Line Handler                                   | 31.80       |             |
| 29041       | Stevedore I                                    | 29.57       |             |
| 29042       | Stevedore II                                   | 33.96       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 19.84       |             |
| 30022       | Archeological Technician II                    | 22.20       |             |
| 30023       | Archeological Technician III                   | 27.50       |             |
| 30030       | Cartographic Technician                        | 27.50       |             |
| 30040       | Civil Engineering Technician                   | 25.88       |             |
| 30051       | Cryogenic Technician I                         | 30.46       |             |
| 30052       | Cryogenic Technician II                        | 33.64       |             |
| 30061       | Drafter/CAD Operator I                         | 19.84       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30062       | Drafter/CAD Operator II                                  | 22.20            |
| 30063       | Drafter/CAD Operator III                                 | 24.74            |
| 30064       | Drafter/CAD Operator IV                                  | 30.46            |
| 30081       | Engineering Technician I                                 | 16.49 ***        |
| 30082       | Engineering Technician II                                | 18.50            |
| 30083       | Engineering Technician III                               | 20.70            |
| 30084       | Engineering Technician IV                                | 25.64            |
| 30085       | Engineering Technician V                                 | 31.37            |
| 30086       | Engineering Technician VI                                | 37.95            |
| 30090       | Environmental Technician                                 | 28.66            |
| 30095       | Evidence Control Specialist                              | 27.50            |
| 30210       | Laboratory Technician                                    | 32.31            |
| 30221       | Latent Fingerprint Technician I                          | 30.46            |
| 30222       | Latent Fingerprint Technician II                         | 33.64            |
| 30240       | Mathematical Technician                                  | 27.50            |
| 30361       | Paralegal/Legal Assistant I                              | 19.44            |
| 30362       | Paralegal/Legal Assistant II                             | 24.08            |
| 30363       | Paralegal/Legal Assistant III                            | 29.45            |
| 30364       | Paralegal/Legal Assistant IV                             | 35.63            |
| 30375       | Petroleum Supply Specialist                              | 33.64            |
| 30390       | Photo-Optics Technician                                  | 27.32            |
| 30395       | Radiation Control Technician                             | 33.64            |
| 30461       | Technical Writer I                                       | 27.50            |
| 30462       | Technical Writer II                                      | 33.64            |
| 30463       | Technical Writer III                                     | 40.70            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 28.73            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 34.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 41.67            |
| 30494       | Unexploded (UXO) Safety Escort                           | 28.73            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 28.73            |
| 30501       | Weather Forecaster I                                     | 30.46            |
| 30502       | Weather Forecaster II                                    | 37.04            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.74 see 2      |
| 30621       | Weather Observer, Senior                                 | 27.50 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 34.76            |
| 31020       | Bus Aide                                                 | 13.34 ***        |



| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 18.95       |             |
| 31043       | Driver Courier                  | 15.83       | ***         |
| 31260       | Parking and Lot Attendant       | 12.21       | ***         |
| 31290       | Shuttle Bus Driver              | 15.65       | ***         |
| 31310       | Taxi Driver                     | 11.54       | ***         |
| 31361       | Truckdriver, Light              | 17.22       | ***         |
| 31362       | Truckdriver, Medium             | 18.70       |             |
| 31363       | Truckdriver, Heavy              | 23.68       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 23.68       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 16.95       | ***         |
| 99030       | Cashier                         | 11.59       | ***         |
| 99050       | Desk Clerk                      | 12.60       | ***         |
| 99095       | Embalmer                        | 27.37       |             |
| 99130       | Flight Follower                 | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I   | 17.23       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.76       |             |
| 99260       | Marketing Analyst               | 32.61       |             |
| 99310       | Mortician                       | 27.37       |             |
| 99410       | Pest Controller                 | 19.43       |             |
| 99510       | Photofinishing Worker           | 15.10       | ***         |
| 99710       | Recycling Laborer               | 19.40       |             |
| 99711       | Recycling Specialist            | 23.50       |             |
| 99730       | Refuse Collector                | 17.71       | ***         |
| 99810       | Sales Clerk                     | 13.79       | ***         |
| 99820       | School Crossing Guard           | 14.66       | ***         |
| 99830       | Survey Party Chief              | 25.18       |             |
| 99831       | Surveying Aide                  | 17.51       | ***         |
| 99832       | Surveying Technician            | 24.03       |             |
| 99840       | Vending Machine Attendant       | 18.97       |             |
| 99841       | Vending Machine Repairer        | 23.96       |             |
| 99842       | Vending Machine Repairer Helper | 18.97       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5843**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Henderson, Hopkins, Lamar, Rains, Van Zandt, Wood

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.99       |             |
| 01012       | Accounting Clerk II                             | 20.19       |             |
| 01013       | Accounting Clerk III                            | 22.58       |             |
| 01020       | Administrative Assistant                        | 27.64       |             |
| 01035       | Court Reporter                                  | 25.88       |             |
| 01041       | Customer Service Representative I               | 15.36       | ***         |
| 01042       | Customer Service Representative II              | 16.76       | ***         |
| 01043       | Customer Service Representative III             | 18.81       |             |
| 01051       | Data Entry Operator I                           | 15.48       | ***         |
| 01052       | Data Entry Operator II                          | 16.89       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.36       |             |
| 01070       | Document Preparation Clerk                      | 15.66       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.66       | ***         |
| 01111       | General Clerk I                                 | 15.72       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01112       | General Clerk II                     | 17.15       | ***         |
| 01113       | General Clerk III                    | 19.26       |             |
| 01120       | Housing Referral Assistant           | 21.60       |             |
| 01141       | Messenger Courier                    | 14.36       | ***         |
| 01191       | Order Clerk I                        | 17.69       | ***         |
| 01192       | Order Clerk II                       | 19.30       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.20       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.35       |             |
| 01263       | Personnel Assistant (Employment) III | 22.69       |             |
| 01270       | Production Control Clerk             | 23.11       |             |
| 01290       | Rental Clerk                         | 15.30       | ***         |
| 01300       | Scheduler, Maintenance               | 17.32       | ***         |
| 01311       | Secretary I                          | 17.32       | ***         |
| 01312       | Secretary II                         | 19.38       |             |
| 01313       | Secretary III                        | 21.60       |             |
| 01320       | Service Order Dispatcher             | 17.47       | ***         |
| 01410       | Supply Technician                    | 27.64       |             |
| 01420       | Survey Worker                        | 17.29       | ***         |
| 01460       | Switchboard Operator/Receptionist    | 14.04       | ***         |
| 01531       | Travel Clerk I                       | 15.40       | ***         |
| 01532       | Travel Clerk II                      | 16.82       | ***         |
| 01533       | Travel Clerk III                     | 18.43       |             |
| 01611       | Word Processor I                     | 15.40       | ***         |
| 01612       | Word Processor II                    | 17.28       | ***         |
| 01613       | Word Processor III                   | 19.33       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 21.96       |             |
| 05010       | Automotive Electrician               | 23.04       |             |
| 05040       | Automotive Glass Installer           | 20.93       |             |
| 05070       | Automotive Worker                    | 22.02       |             |
| 05110       | Mobile Equipment Servicer            | 18.52       |             |
| 05130       | Motor Equipment Metal Mechanic       | 22.68       |             |
| 05160       | Motor Equipment Metal Worker         | 20.93       |             |
| 05190       | Motor Vehicle Mechanic               | 22.99       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 17.27       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 19.82       |             |
| 05280       | Motor Vehicle Wrecker                | 20.93       |             |



| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05310       | Painter, Automotive                          | 24.22       |             |
| 05340       | Radiator Repair Specialist                   | 20.93       |             |
| 05370       | Tire Repairer                                | 16.18       | ***         |
| 05400       | Transmission Repair Specialist               | 22.68       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.12       | ***         |
| 07041       | Cook I                                       | 12.83       | ***         |
| 07042       | Cook II                                      | 14.70       | ***         |
| 07070       | Dishwasher                                   | 10.96       | ***         |
| 07130       | Food Service Worker                          | 12.15       | ***         |
| 07210       | Meat Cutter                                  | 14.20       | ***         |
| 07260       | Waiter/Waitress                              | 10.18       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 18.52       |             |
| 09040       | Furniture Handler                            | 11.84       | ***         |
| 09080       | Furniture Refinisher                         | 18.52       |             |
| 09090       | Furniture Refinisher Helper                  | 14.13       | ***         |
| 09110       | Furniture Repairer, Minor                    | 16.40       | ***         |
| 09130       | Upholsterer                                  | 18.52       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.86       | ***         |
| 11060       | Elevator Operator                            | 13.86       | ***         |
| 11090       | Gardener                                     | 19.23       |             |
| 11122       | Housekeeping Aide                            | 13.86       | ***         |
| 11150       | Janitor                                      | 13.86       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 14.91       | ***         |
| 11240       | Maid or Houseman                             | 11.72       | ***         |
| 11260       | Pruner                                       | 13.47       | ***         |
| 11270       | Tractor Operator                             | 17.79       |             |
| 11330       | Trail Maintenance Worker                     | 14.91       | ***         |
| 11360       | Window Cleaner                               | 15.35       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 16.42       | ***         |
| 12011       | Breath Alcohol Technician                    | 22.17       |             |
| 12012       | Certified Occupational Therapist Assistant   | 38.09       |             |
| 12015       | Certified Physical Therapist Assistant       | 36.11       |             |
| 12020       | Dental Assistant                             | 19.08       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12025       | Dental Hygienist                     | 38.05       |             |
| 12030       | EKG Technician                       | 28.89       |             |
| 12035       | Electroneurodiagnostic Technologist  | 28.89       |             |
| 12040       | Emergency Medical Technician         | 16.42       | ***         |
| 12071       | Licensed Practical Nurse I           | 19.82       |             |
| 12072       | Licensed Practical Nurse II          | 22.17       |             |
| 12073       | Licensed Practical Nurse III         | 24.72       |             |
| 12100       | Medical Assistant                    | 17.21       | ***         |
| 12130       | Medical Laboratory Technician        | 28.60       |             |
| 12160       | Medical Record Clerk                 | 16.24       | ***         |
| 12190       | Medical Record Technician            | 18.16       |             |
| 12195       | Medical Transcriptionist             | 19.66       |             |
| 12210       | Nuclear Medicine Technologist        | 48.72       |             |
| 12221       | Nursing Assistant I                  | 13.60       | ***         |
| 12222       | Nursing Assistant II                 | 15.31       | ***         |
| 12223       | Nursing Assistant III                | 16.71       | ***         |
| 12224       | Nursing Assistant IV                 | 18.75       |             |
| 12235       | Optical Dispenser                    | 17.03       | ***         |
| 12236       | Optical Technician                   | 19.82       |             |
| 12250       | Pharmacy Technician                  | 18.50       |             |
| 12280       | Phlebotomist                         | 16.73       | ***         |
| 12305       | Radiologic Technologist              | 31.37       |             |
| 12311       | Registered Nurse I                   | 26.18       |             |
| 12312       | Registered Nurse II                  | 32.02       |             |
| 12313       | Registered Nurse II, Specialist      | 32.02       |             |
| 12314       | Registered Nurse III                 | 38.75       |             |
| 12315       | Registered Nurse III, Anesthetist    | 38.75       |             |
| 12316       | Registered Nurse IV                  | 46.43       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 27.47       |             |
| 12320       | Substance Abuse Treatment Counselor  | 24.06       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 20.65       |             |
| 13012       | Exhibits Specialist II               | 25.58       |             |
| 13013       | Exhibits Specialist III              | 31.28       |             |
| 13041       | Illustrator I                        | 24.95       |             |
| 13042       | Illustrator II                       | 30.91       |             |
| 13043       | Illustrator III                      | 36.18       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13047       | Librarian                                            | 31.56       |             |
| 13050       | Library Aide/Clerk                                   | 14.33       | ***         |
| 13054       | Library Information Technology Systems Administrator | 27.42       |             |
| 13058       | Library Technician                                   | 16.29       | ***         |
| 13061       | Media Specialist I                                   | 19.78       |             |
| 13062       | Media Specialist II                                  | 22.13       |             |
| 13063       | Media Specialist III                                 | 24.67       |             |
| 13071       | Photographer I                                       | 18.32       |             |
| 13072       | Photographer II                                      | 20.49       |             |
| 13073       | Photographer III                                     | 25.38       |             |
| 13074       | Photographer IV                                      | 31.05       |             |
| 13075       | Photographer V                                       | 37.56       |             |
| 13090       | Technical Order Library Clerk                        | 15.73       | ***         |
| 13110       | Video Teleconference Technician                      | 26.13       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 19.83       |             |
| 14042       | Computer Operator II                                 | 22.18       |             |
| 14043       | Computer Operator III                                | 24.73       |             |
| 14044       | Computer Operator IV                                 | 27.48       |             |
| 14045       | Computer Operator V                                  | 30.43       |             |
| 14071       | Computer Programmer I                                |             | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 19.83       |             |
| 14160       | Personal Computer Support Technician                 | 27.48       |             |
| 14170       | System Support Specialist                            | 30.43       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 36.41       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 44.05       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 50.73       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 36.41       |             |
| 15060       | Educational Technologist                             | 34.98       |             |
| 15070       | Flight Instructor (Pilot)                            | 50.73       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15080       | Graphic Artist                                          | 22.70       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.73       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.73       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.73       |             |
| 15090       | Technical Instructor                                    | 22.61       |             |
| 15095       | Technical Instructor/Course Developer                   | 27.44       |             |
| 15110       | Test Proctor                                            | 18.16       |             |
| 15120       | Tutor                                                   | 18.16       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.72       | ***         |
| 16030       | Counter Attendant                                       | 11.72       | ***         |
| 16040       | Dry Cleaner                                             | 14.77       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.72       | ***         |
| 16090       | Presser, Hand                                           | 11.72       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.72       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.72       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.72       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.48       | ***         |
| 16220       | Tailor                                                  | 16.39       | ***         |
| 16250       | Washer, Machine                                         | 12.75       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 20.25       |             |
| 19040       | Tool And Die Maker                                      | 25.00       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.26       |             |
| 21030       | Material Coordinator                                    | 23.11       |             |
| 21040       | Material Expediter                                      | 23.11       |             |
| 21050       | Material Handling Laborer                               | 16.96       | ***         |
| 21071       | Order Filler                                            | 16.46       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.26       |             |
| 21110       | Shipping Packer                                         | 17.66       | ***         |
| 21130       | Shipping/Receiving Clerk                                | 17.66       | ***         |
| 21140       | Store Worker I                                          | 14.05       | ***         |
| 21150       | Stock Clerk                                             | 19.01       |             |
| 21210       | Tools And Parts Attendant                               | 19.26       |             |
| 21410       | Warehouse Specialist                                    | 19.26       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23010       | Aerospace Structural Welder                                            | 34.41            |
| 23019       | Aircraft Logs and Records Technician                                   | 27.43            |
| 23021       | Aircraft Mechanic I                                                    | 32.74            |
| 23022       | Aircraft Mechanic II                                                   | 34.41            |
| 23023       | Aircraft Mechanic III                                                  | 36.07            |
| 23040       | Aircraft Mechanic Helper                                               | 23.63            |
| 23050       | Aircraft, Painter                                                      | 30.98            |
| 23060       | Aircraft Servicer                                                      | 27.43            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 30.98            |
| 23080       | Aircraft Worker                                                        | 29.25            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 29.25            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 32.74            |
| 23110       | Appliance Mechanic                                                     | 20.79            |
| 23120       | Bicycle Repairer                                                       | 19.26            |
| 23125       | Cable Splicer                                                          | 31.41            |
| 23130       | Carpenter, Maintenance                                                 | 20.78            |
| 23140       | Carpet Layer                                                           | 22.05            |
| 23160       | Electrician, Maintenance                                               | 23.96            |
| 23181       | Electronics Technician Maintenance I                                   | 32.92            |
| 23182       | Electronics Technician Maintenance II                                  | 34.86            |
| 23183       | Electronics Technician Maintenance III                                 | 36.84            |
| 23260       | Fabric Worker                                                          | 20.68            |
| 23290       | Fire Alarm System Mechanic                                             | 24.54            |
| 23310       | Fire Extinguisher Repairer                                             | 19.26            |
| 23311       | Fuel Distribution System Mechanic                                      | 23.20            |
| 23312       | Fuel Distribution System Operator                                      | 17.88            |
| 23370       | General Maintenance Worker                                             | 18.23            |
| 23380       | Ground Support Equipment Mechanic                                      | 32.74            |
| 23381       | Ground Support Equipment Servicer                                      | 27.43            |
| 23382       | Ground Support Equipment Worker                                        | 29.25            |
| 23391       | Gunsmith I                                                             | 19.26            |
| 23392       | Gunsmith II                                                            | 22.05            |
| 23393       | Gunsmith III                                                           | 24.68            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.86            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.02            |
| 23430       | Heavy Equipment Mechanic                                               | 24.27            |
| 23440       | Heavy Equipment Operator                                               | 22.10            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23460       | Instrument Mechanic                               | 24.68       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 23.36       |             |
| 23470       | Laborer                                           | 16.96       | ***         |
| 23510       | Locksmith                                         | 23.36       |             |
| 23530       | Machinery Maintenance Mechanic                    | 27.58       |             |
| 23550       | Machinist, Maintenance                            | 22.32       |             |
| 23580       | Maintenance Trades Helper                         | 14.68       | ***         |
| 23591       | Metrology Technician I                            | 24.68       |             |
| 23592       | Metrology Technician II                           | 25.94       |             |
| 23593       | Metrology Technician III                          | 27.19       |             |
| 23640       | Millwright                                        | 26.96       |             |
| 23710       | Office Appliance Repairer                         | 21.19       |             |
| 23760       | Painter, Maintenance                              | 19.16       |             |
| 23790       | Pipefitter, Maintenance                           | 23.97       |             |
| 23810       | Plumber, Maintenance                              | 22.68       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 24.68       |             |
| 23850       | Rigger                                            | 24.68       |             |
| 23870       | Scale Mechanic                                    | 22.05       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 22.93       |             |
| 23910       | Small Engine Mechanic                             | 20.01       |             |
| 23931       | Telecommunications Mechanic I                     | 31.20       |             |
| 23932       | Telecommunications Mechanic II                    | 32.79       |             |
| 23950       | Telephone Lineman                                 | 36.77       |             |
| 23960       | Welder, Combination, Maintenance                  | 22.56       |             |
| 23965       | Well Driller                                      | 26.72       |             |
| 23970       | Woodcraft Worker                                  | 24.68       |             |
| 23980       | Woodworker                                        | 19.26       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 17.46       | ***         |
| 24570       | Child Care Attendant                              | 10.73       | ***         |
| 24580       | Child Care Center Clerk                           | 13.39       | ***         |
| 24610       | Chore Aide                                        | 10.99       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 17.46       | ***         |
| 24630       | Homemaker                                         | 17.46       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 23.34       |             |
| 25040       | Sewage Plant Operator                             | 18.03       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25070       | Stationary Engineer                            | 23.34       |             |
| 25190       | Ventilation Equipment Tender                   | 16.86       | ***         |
| 25210       | Water Treatment Plant Operator                 | 18.03       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 18.14       |             |
| 27007       | Baggage Inspector                              | 14.57       | ***         |
| 27008       | Corrections Officer                            | 22.09       |             |
| 27010       | Court Security Officer                         | 23.50       |             |
| 27030       | Detection Dog Handler                          | 16.92       | ***         |
| 27040       | Detention Officer                              | 22.09       |             |
| 27070       | Firefighter                                    | 22.87       |             |
| 27101       | Guard I                                        | 14.57       | ***         |
| 27102       | Guard II                                       | 16.92       | ***         |
| 27131       | Police Officer I                               | 27.08       |             |
| 27132       | Police Officer II                              | 30.10       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.10       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.24       | ***         |
| 28043       | Carnival Worker                                | 10.67       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.25       | ***         |
| 28310       | Lifeguard                                      | 11.19       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.30       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.09       | ***         |
| 28515       | Recreation Specialist                          | 23.91       |             |
| 28630       | Sports Official                                | 15.37       | ***         |
| 28690       | Swimming Pool Operator                         | 21.99       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 28.19       |             |
| 29020       | Hatch Tender                                   | 28.19       |             |
| 29030       | Line Handler                                   | 28.19       |             |
| 29041       | Stevedore I                                    | 26.49       |             |
| 29042       | Stevedore II                                   | 29.84       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 49.12       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.87       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.30       | see 2       |
| 30021       | Archeological Technician I                     | 20.88       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30022       | Archeological Technician II              | 23.35            |
| 30023       | Archeological Technician III             | 28.93            |
| 30030       | Cartographic Technician                  | 28.93            |
| 30040       | Civil Engineering Technician             | 25.52            |
| 30051       | Cryogenic Technician I                   | 32.04            |
| 30052       | Cryogenic Technician II                  | 35.39            |
| 30061       | Drafter/CAD Operator I                   | 20.88            |
| 30062       | Drafter/CAD Operator II                  | 23.35            |
| 30063       | Drafter/CAD Operator III                 | 26.04            |
| 30064       | Drafter/CAD Operator IV                  | 32.04            |
| 30081       | Engineering Technician I                 | 19.68            |
| 30082       | Engineering Technician II                | 22.09            |
| 30083       | Engineering Technician III               | 24.70            |
| 30084       | Engineering Technician IV                | 30.61            |
| 30085       | Engineering Technician V                 | 37.44            |
| 30086       | Engineering Technician VI                | 45.30            |
| 30090       | Environmental Technician                 | 25.73            |
| 30095       | Evidence Control Specialist              | 28.93            |
| 30210       | Laboratory Technician                    | 29.34            |
| 30221       | Latent Fingerprint Technician I          | 30.77            |
| 30222       | Latent Fingerprint Technician II         | 33.98            |
| 30240       | Mathematical Technician                  | 28.93            |
| 30361       | Paralegal/Legal Assistant I              | 23.33            |
| 30362       | Paralegal/Legal Assistant II             | 28.91            |
| 30363       | Paralegal/Legal Assistant III            | 35.36            |
| 30364       | Paralegal/Legal Assistant IV             | 42.78            |
| 30375       | Petroleum Supply Specialist              | 35.39            |
| 30390       | Photo-Optics Technician                  | 28.93            |
| 30395       | Radiation Control Technician             | 35.39            |
| 30461       | Technical Writer I                       | 27.83            |
| 30462       | Technical Writer II                      | 34.05            |
| 30463       | Technical Writer III                     | 41.17            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 31.21            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 37.77            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 45.27            |
| 30494       | Unexploded (UXO) Safety Escort           | 31.21            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 31.21            |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30501       | Weather Forecaster I                                     | 32.04            |
| 30502       | Weather Forecaster II                                    | 38.97            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 26.04 see 2      |
| 30621       | Weather Observer, Senior                                 | 28.93 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 37.77            |
| 31020       | Bus Aide                                                 | 13.60 ***        |
| 31030       | Bus Driver                                               | 18.80            |
| 31043       | Driver Courier                                           | 16.55 ***        |
| 31260       | Parking and Lot Attendant                                | 12.25 ***        |
| 31290       | Shuttle Bus Driver                                       | 18.09            |
| 31310       | Taxi Driver                                              | 12.71 ***        |
| 31361       | Truckdriver, Light                                       | 18.09            |
| 31362       | Truckdriver, Medium                                      | 19.69            |
| 31363       | Truckdriver, Heavy                                       | 22.91            |
| 31364       | Truckdriver, Tractor-Trailer                             | 22.91            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 18.41            |
| 99030       | Cashier                                                  | 11.46 ***        |
| 99050       | Desk Clerk                                               | 12.10 ***        |
| 99095       | Embalmer                                                 | 27.28            |
| 99130       | Flight Follower                                          | 31.21            |
| 99251       | Laboratory Animal Caretaker I                            | 14.23 ***        |
| 99252       | Laboratory Animal Caretaker II                           | 15.38 ***        |
| 99260       | Marketing Analyst                                        | 28.74            |
| 99310       | Mortician                                                | 27.28            |
| 99410       | Pest Controller                                          | 18.98            |
| 99510       | Photofinishing Worker                                    | 16.40 ***        |
| 99710       | Recycling Laborer                                        | 20.05            |
| 99711       | Recycling Specialist                                     | 24.38            |
| 99730       | Refuse Collector                                         | 17.71 ***        |
| 99810       | Sales Clerk                                              | 14.14 ***        |
| 99820       | School Crossing Guard                                    | 15.63 ***        |
| 99830       | Survey Party Chief                                       | 27.28            |
| 99831       | Surveying Aide                                           | 16.34 ***        |
| 99832       | Surveying Technician                                     | 20.94            |
| 99840       | Vending Machine Attendant                                | 20.65            |

| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 99841       | Vending Machine Repairer        | 25.56            |
| 99842       | Vending Machine Repairer Helper | 20.65            |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5845**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 24

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Jack, Montague

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 17.99     |
| 01012 | Accounting Clerk II                             | 20.19     |
| 01013 | Accounting Clerk III                            | 22.58     |
| 01020 | Administrative Assistant                        | 27.64     |
| 01035 | Court Reporter                                  | 25.88     |
| 01041 | Customer Service Representative I               | 15.36 *** |
| 01042 | Customer Service Representative II              | 16.76 *** |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01043       | Customer Service Representative III  | 18.81       |             |
| 01051       | Data Entry Operator I                | 15.48       | ***         |
| 01052       | Data Entry Operator II               | 16.89       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 23.32       |             |
| 01070       | Document Preparation Clerk           | 15.66       | ***         |
| 01090       | Duplicating Machine Operator         | 15.66       | ***         |
| 01111       | General Clerk I                      | 15.72       | ***         |
| 01112       | General Clerk II                     | 17.15       | ***         |
| 01113       | General Clerk III                    | 19.26       |             |
| 01120       | Housing Referral Assistant           | 21.60       |             |
| 01141       | Messenger Courier                    | 14.34       | ***         |
| 01191       | Order Clerk I                        | 17.69       | ***         |
| 01192       | Order Clerk II                       | 19.30       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.20       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.35       |             |
| 01263       | Personnel Assistant (Employment) III | 22.69       |             |
| 01270       | Production Control Clerk             | 23.11       |             |
| 01290       | Rental Clerk                         | 15.30       | ***         |
| 01300       | Scheduler, Maintenance               | 17.32       | ***         |
| 01311       | Secretary I                          | 17.32       | ***         |
| 01312       | Secretary II                         | 19.38       |             |
| 01313       | Secretary III                        | 21.60       |             |
| 01320       | Service Order Dispatcher             | 20.70       |             |
| 01410       | Supply Technician                    | 27.64       |             |
| 01420       | Survey Worker                        | 17.29       | ***         |
| 01460       | Switchboard Operator/Receptionist    | 14.04       | ***         |
| 01531       | Travel Clerk I                       | 15.40       | ***         |
| 01532       | Travel Clerk II                      | 16.82       | ***         |
| 01533       | Travel Clerk III                     | 18.43       |             |
| 01611       | Word Processor I                     | 15.40       | ***         |
| 01612       | Word Processor II                    | 17.28       | ***         |
| 01613       | Word Processor III                   | 19.33       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.31       |             |
| 05010       | Automotive Electrician               | 21.49       |             |
| 05040       | Automotive Glass Installer           | 21.40       |             |
| 05070       | Automotive Worker                    | 21.93       |             |



| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05110       | Mobile Equipment Servicer                    | 17.73       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 22.99       |             |
| 05160       | Motor Equipment Metal Worker                 | 21.40       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.99       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.15       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 20.43       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.43       |             |
| 05310       | Painter, Automotive                          | 21.49       |             |
| 05340       | Radiator Repair Specialist                   | 20.43       |             |
| 05370       | Tire Repairer                                | 16.18       | ***         |
| 05400       | Transmission Repair Specialist               | 22.99       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.12       | ***         |
| 07041       | Cook I                                       | 12.83       | ***         |
| 07042       | Cook II                                      | 14.70       | ***         |
| 07070       | Dishwasher                                   | 10.96       | ***         |
| 07130       | Food Service Worker                          | 12.15       | ***         |
| 07210       | Meat Cutter                                  | 13.63       | ***         |
| 07260       | Waiter/Waitress                              | 10.18       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 18.52       |             |
| 09040       | Furniture Handler                            | 11.85       | ***         |
| 09080       | Furniture Refinisher                         | 18.52       |             |
| 09090       | Furniture Refinisher Helper                  | 14.13       | ***         |
| 09110       | Furniture Repairer, Minor                    | 16.40       | ***         |
| 09130       | Upholsterer                                  | 18.52       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.86       | ***         |
| 11060       | Elevator Operator                            | 13.86       | ***         |
| 11090       | Gardener                                     | 19.23       |             |
| 11122       | Housekeeping Aide                            | 13.86       | ***         |
| 11150       | Janitor                                      | 13.86       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 14.91       | ***         |
| 11240       | Maid or Houseman                             | 11.72       | ***         |
| 11260       | Pruner                                       | 13.47       | ***         |
| 11270       | Tractor Operator                             | 17.79       |             |
| 11330       | Trail Maintenance Worker                     | 14.91       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11360       | Window Cleaner                             | 15.35       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 16.96       | ***         |
| 12011       | Breath Alcohol Technician                  | 22.17       |             |
| 12012       | Certified Occupational Therapist Assistant | 36.65       |             |
| 12015       | Certified Physical Therapist Assistant     | 36.11       |             |
| 12020       | Dental Assistant                           | 19.08       |             |
| 12025       | Dental Hygienist                           | 38.05       |             |
| 12030       | EKG Technician                             | 28.89       |             |
| 12035       | Electroneurodiagnostic Technologist        | 28.89       |             |
| 12040       | Emergency Medical Technician               | 16.96       | ***         |
| 12071       | Licensed Practical Nurse I                 | 19.82       |             |
| 12072       | Licensed Practical Nurse II                | 22.17       |             |
| 12073       | Licensed Practical Nurse III               | 24.72       |             |
| 12100       | Medical Assistant                          | 17.21       | ***         |
| 12130       | Medical Laboratory Technician              | 28.60       |             |
| 12160       | Medical Record Clerk                       | 16.24       | ***         |
| 12190       | Medical Record Technician                  | 18.16       |             |
| 12195       | Medical Transcriptionist                   | 19.66       |             |
| 12210       | Nuclear Medicine Technologist              | 48.72       |             |
| 12221       | Nursing Assistant I                        | 13.60       | ***         |
| 12222       | Nursing Assistant II                       | 15.31       | ***         |
| 12223       | Nursing Assistant III                      | 16.71       | ***         |
| 12224       | Nursing Assistant IV                       | 18.75       |             |
| 12235       | Optical Dispenser                          | 17.03       | ***         |
| 12236       | Optical Technician                         | 19.82       |             |
| 12250       | Pharmacy Technician                        | 18.50       |             |
| 12280       | Phlebotomist                               | 16.73       | ***         |
| 12305       | Radiologic Technologist                    | 31.37       |             |
| 12311       | Registered Nurse I                         | 26.18       |             |
| 12312       | Registered Nurse II                        | 32.02       |             |
| 12313       | Registered Nurse II, Specialist            | 32.02       |             |
| 12314       | Registered Nurse III                       | 38.75       |             |
| 12315       | Registered Nurse III, Anesthetist          | 38.75       |             |
| 12316       | Registered Nurse IV                        | 46.43       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 27.47       |             |
| 12320       | Substance Abuse Treatment Counselor        | 24.06       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.65       |             |
| 13012       | Exhibits Specialist II                               | 25.77       |             |
| 13013       | Exhibits Specialist III                              | 31.28       |             |
| 13041       | Illustrator I                                        | 24.95       |             |
| 13042       | Illustrator II                                       | 30.91       |             |
| 13043       | Illustrator III                                      | 37.82       |             |
| 13047       | Librarian                                            | 31.56       |             |
| 13050       | Library Aide/Clerk                                   | 14.33       | ***         |
| 13054       | Library Information Technology Systems Administrator | 27.42       |             |
| 13058       | Library Technician                                   | 15.98       | ***         |
| 13061       | Media Specialist I                                   | 19.78       |             |
| 13062       | Media Specialist II                                  | 22.13       |             |
| 13063       | Media Specialist III                                 | 24.67       |             |
| 13071       | Photographer I                                       | 18.32       |             |
| 13072       | Photographer II                                      | 20.49       |             |
| 13073       | Photographer III                                     | 25.38       |             |
| 13074       | Photographer IV                                      | 31.05       |             |
| 13075       | Photographer V                                       | 37.56       |             |
| 13090       | Technical Order Library Clerk                        | 16.01       | ***         |
| 13110       | Video Teleconference Technician                      | 26.13       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 19.83       |             |
| 14042       | Computer Operator II                                 | 22.18       |             |
| 14043       | Computer Operator III                                | 24.73       |             |
| 14044       | Computer Operator IV                                 | 27.48       |             |
| 14045       | Computer Operator V                                  | 30.43       |             |
| 14071       | Computer Programmer I                                |             | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 19.83       |             |
| 14160       | Personal Computer Support Technician                 | 27.48       |             |
| 14170       | System Support Specialist                            | 30.43       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 36.41       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 44.05       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 52.80       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 36.41       |             |
| 15060       | Educational Technologist                                | 34.98       |             |
| 15070       | Flight Instructor (Pilot)                               | 52.80       |             |
| 15080       | Graphic Artist                                          | 22.70       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.73       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.73       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.73       |             |
| 15090       | Technical Instructor                                    | 22.61       |             |
| 15095       | Technical Instructor/Course Developer                   | 27.44       |             |
| 15110       | Test Proctor                                            | 18.16       |             |
| 15120       | Tutor                                                   | 18.16       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.72       | ***         |
| 16030       | Counter Attendant                                       | 11.72       | ***         |
| 16040       | Dry Cleaner                                             | 14.77       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.72       | ***         |
| 16090       | Presser, Hand                                           | 11.72       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.72       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.72       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.72       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.48       | ***         |
| 16220       | Tailor                                                  | 16.39       | ***         |
| 16250       | Washer, Machine                                         | 12.75       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 20.25       |             |
| 19040       | Tool And Die Maker                                      | 25.00       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.26       |             |
| 21030       | Material Coordinator                                    | 23.11       |             |
| 21040       | Material Expediter                                      | 23.11       |             |
| 21050       | Material Handling Laborer                               | 16.96       | ***         |
| 21071       | Order Filler                                            | 16.46       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.26       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21110       | Shipping Packer                                   | 17.66       | ***         |
| 21130       | Shipping/Receiving Clerk                          | 17.66       | ***         |
| 21140       | Store Worker I                                    | 14.05       | ***         |
| 21150       | Stock Clerk                                       | 19.01       |             |
| 21210       | Tools And Parts Attendant                         | 19.26       |             |
| 21410       | Warehouse Specialist                              | 19.26       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 34.41       |             |
| 23019       | Aircraft Logs and Records Technician              | 27.43       |             |
| 23021       | Aircraft Mechanic I                               | 32.74       |             |
| 23022       | Aircraft Mechanic II                              | 34.41       |             |
| 23023       | Aircraft Mechanic III                             | 36.07       |             |
| 23040       | Aircraft Mechanic Helper                          | 23.63       |             |
| 23050       | Aircraft, Painter                                 | 30.98       |             |
| 23060       | Aircraft Servicer                                 | 27.43       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 30.98       |             |
| 23080       | Aircraft Worker                                   | 29.25       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 29.25       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 32.74       |             |
| 23110       | Appliance Mechanic                                | 21.19       |             |
| 23120       | Bicycle Repairer                                  | 19.26       |             |
| 23125       | Cable Splicer                                     | 31.41       |             |
| 23130       | Carpenter, Maintenance                            | 20.78       |             |
| 23140       | Carpet Layer                                      | 22.05       |             |
| 23160       | Electrician, Maintenance                          | 23.96       |             |
| 23181       | Electronics Technician Maintenance I              | 32.92       |             |
| 23182       | Electronics Technician Maintenance II             | 34.86       |             |
| 23183       | Electronics Technician Maintenance III            | 36.84       |             |
| 23260       | Fabric Worker                                     | 20.68       |             |
| 23290       | Fire Alarm System Mechanic                        | 24.54       |             |
| 23310       | Fire Extinguisher Repairer                        | 19.26       |             |
| 23311       | Fuel Distribution System Mechanic                 | 23.20       |             |
| 23312       | Fuel Distribution System Operator                 | 17.88       |             |
| 23370       | General Maintenance Worker                        | 18.23       |             |
| 23380       | Ground Support Equipment Mechanic                 | 32.74       |             |
| 23381       | Ground Support Equipment Servicer                 | 27.43       |             |
| 23382       | Ground Support Equipment Worker                   | 29.25       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23391       | Gunsmith I                                                             | 19.26            |
| 23392       | Gunsmith II                                                            | 22.05            |
| 23393       | Gunsmith III                                                           | 24.68            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.86            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.02            |
| 23430       | Heavy Equipment Mechanic                                               | 24.27            |
| 23440       | Heavy Equipment Operator                                               | 22.10            |
| 23460       | Instrument Mechanic                                                    | 24.68            |
| 23465       | Laboratory/Shelter Mechanic                                            | 23.36            |
| 23470       | Laborer                                                                | 16.96 ***        |
| 23510       | Locksmith                                                              | 23.36            |
| 23530       | Machinery Maintenance Mechanic                                         | 27.58            |
| 23550       | Machinist, Maintenance                                                 | 22.32            |
| 23580       | Maintenance Trades Helper                                              | 14.68 ***        |
| 23591       | Metrology Technician I                                                 | 24.68            |
| 23592       | Metrology Technician II                                                | 25.94            |
| 23593       | Metrology Technician III                                               | 27.19            |
| 23640       | Millwright                                                             | 26.96            |
| 23710       | Office Appliance Repairer                                              | 21.19            |
| 23760       | Painter, Maintenance                                                   | 19.16            |
| 23790       | Pipefitter, Maintenance                                                | 23.97            |
| 23810       | Plumber, Maintenance                                                   | 22.68            |
| 23820       | Pneudraulic Systems Mechanic                                           | 24.68            |
| 23850       | Rigger                                                                 | 24.68            |
| 23870       | Scale Mechanic                                                         | 22.05            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 22.93            |
| 23910       | Small Engine Mechanic                                                  | 20.01            |
| 23931       | Telecommunications Mechanic I                                          | 31.20            |
| 23932       | Telecommunications Mechanic II                                         | 32.79            |
| 23950       | Telephone Lineman                                                      | 34.46            |
| 23960       | Welder, Combination, Maintenance                                       | 22.56            |
| 23965       | Well Driller                                                           | 24.68            |
| 23970       | Woodcraft Worker                                                       | 24.68            |
| 23980       | Woodworker                                                             | 19.26            |
| 24000       | Personal Needs Occupations                                             |                  |
| 24550       | Case Manager                                                           | 17.73 ***        |
| 24570       | Child Care Attendant                                                   | 10.73 ***        |

| <b>Code</b>                                          | <b>Title</b>                                      | <b>Rate Note</b> |
|------------------------------------------------------|---------------------------------------------------|------------------|
| 24580                                                | Child Care Center Clerk                           | 13.39 ***        |
| 24610                                                | Chore Aide                                        | 10.99 ***        |
| 24620                                                | Family Readiness And Support Services Coordinator | 17.46 ***        |
| 24630                                                | Homemaker                                         | 17.73 ***        |
| 25000 Plant And System Operations Occupations        |                                                   |                  |
| 25010                                                | Boiler Tender                                     | 23.34            |
| 25040                                                | Sewage Plant Operator                             | 18.03            |
| 25070                                                | Stationary Engineer                               | 23.34            |
| 25190                                                | Ventilation Equipment Tender                      | 16.86 ***        |
| 25210                                                | Water Treatment Plant Operator                    | 18.03            |
| 27000 Protective Service Occupations                 |                                                   |                  |
| 27004                                                | Alarm Monitor                                     | 18.14            |
| 27007                                                | Baggage Inspector                                 | 14.57 ***        |
| 27008                                                | Corrections Officer                               | 22.09            |
| 27010                                                | Court Security Officer                            | 23.50            |
| 27030                                                | Detection Dog Handler                             | 16.92 ***        |
| 27040                                                | Detention Officer                                 | 23.09            |
| 27070                                                | Firefighter                                       | 22.87            |
| 27101                                                | Guard I                                           | 14.57 ***        |
| 27102                                                | Guard II                                          | 16.92 ***        |
| 27131                                                | Police Officer I                                  | 27.08            |
| 27132                                                | Police Officer II                                 | 30.10            |
| 28000 Recreation Occupations                         |                                                   |                  |
| 28041                                                | Carnival Equipment Operator                       | 14.10 ***        |
| 28042                                                | Carnival Equipment Repairer                       | 15.24 ***        |
| 28043                                                | Carnival Worker                                   | 10.67 ***        |
| 28210                                                | Gate Attendant/Gate Tender                        | 17.25 ***        |
| 28310                                                | Lifeguard                                         | 11.19 ***        |
| 28350                                                | Park Attendant (Aide)                             | 19.30            |
| 28510                                                | Recreation Aide/Health Facility Attendant         | 14.09 ***        |
| 28515                                                | Recreation Specialist                             | 23.91            |
| 28630                                                | Sports Official                                   | 15.37 ***        |
| 28690                                                | Swimming Pool Operator                            | 18.88            |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                   |                  |
| 29010                                                | Blocker And Bracer                                | 28.19            |
| 29020                                                | Hatch Tender                                      | 28.19            |
| 29030                                                | Line Handler                                      | 28.19            |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 29041       | Stevedore I                                    | 26.49            |
| 29042       | Stevedore II                                   | 29.84            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 49.12 see 2      |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.87 see 2      |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.30 see 2      |
| 30021       | Archeological Technician I                     | 20.88            |
| 30022       | Archeological Technician II                    | 23.35            |
| 30023       | Archeological Technician III                   | 28.93            |
| 30030       | Cartographic Technician                        | 28.93            |
| 30040       | Civil Engineering Technician                   | 25.52            |
| 30051       | Cryogenic Technician I                         | 32.04            |
| 30052       | Cryogenic Technician II                        | 35.39            |
| 30061       | Drafter/CAD Operator I                         | 20.88            |
| 30062       | Drafter/CAD Operator II                        | 23.35            |
| 30063       | Drafter/CAD Operator III                       | 26.04            |
| 30064       | Drafter/CAD Operator IV                        | 32.04            |
| 30081       | Engineering Technician I                       | 19.68            |
| 30082       | Engineering Technician II                      | 22.09            |
| 30083       | Engineering Technician III                     | 24.70            |
| 30084       | Engineering Technician IV                      | 30.61            |
| 30085       | Engineering Technician V                       | 37.44            |
| 30086       | Engineering Technician VI                      | 45.30            |
| 30090       | Environmental Technician                       | 25.73            |
| 30095       | Evidence Control Specialist                    | 28.93            |
| 30210       | Laboratory Technician                          | 29.34            |
| 30221       | Latent Fingerprint Technician I                | 30.77            |
| 30222       | Latent Fingerprint Technician II               | 33.98            |
| 30240       | Mathematical Technician                        | 28.93            |
| 30361       | Paralegal/Legal Assistant I                    | 23.33            |
| 30362       | Paralegal/Legal Assistant II                   | 28.91            |
| 30363       | Paralegal/Legal Assistant III                  | 35.36            |
| 30364       | Paralegal/Legal Assistant IV                   | 42.78            |
| 30375       | Petroleum Supply Specialist                    | 35.39            |
| 30390       | Photo-Optics Technician                        | 28.93            |
| 30395       | Radiation Control Technician                   | 35.39            |
| 30461       | Technical Writer I                             | 27.83            |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30462       | Technical Writer II                                      | 34.05       |             |
| 30463       | Technical Writer III                                     | 41.17       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 31.21       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.77       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 45.27       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 31.21       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 31.21       |             |
| 30501       | Weather Forecaster I                                     | 32.04       |             |
| 30502       | Weather Forecaster II                                    | 38.97       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 26.04       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.93       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 37.77       |             |
| 31020       | Bus Aide                                                 | 13.60       | ***         |
| 31030       | Bus Driver                                               | 18.80       |             |
| 31043       | Driver Courier                                           | 16.55       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.25       | ***         |
| 31290       | Shuttle Bus Driver                                       | 18.09       |             |
| 31310       | Taxi Driver                                              | 12.71       | ***         |
| 31361       | Truckdriver, Light                                       | 18.09       |             |
| 31362       | Truckdriver, Medium                                      | 20.50       |             |
| 31363       | Truckdriver, Heavy                                       | 22.91       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 22.91       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 18.41       |             |
| 99030       | Cashier                                                  | 11.46       | ***         |
| 99050       | Desk Clerk                                               | 12.10       | ***         |
| 99095       | Embalmer                                                 | 27.28       |             |
| 99130       | Flight Follower                                          | 31.21       |             |
| 99251       | Laboratory Animal Caretaker I                            | 14.23       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 15.38       | ***         |
| 99260       | Marketing Analyst                                        | 31.75       |             |
| 99310       | Mortician                                                | 27.28       |             |
| 99410       | Pest Controller                                          | 18.40       |             |
| 99510       | Photofinishing Worker                                    | 16.40       | ***         |
| 99710       | Recycling Laborer                                        | 20.05       |             |
| 99711       | Recycling Specialist                                     | 24.38       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99730       | Refuse Collector                | 17.71       | ***         |
| 99810       | Sales Clerk                     | 14.14       | ***         |
| 99820       | School Crossing Guard           | 15.63       | ***         |
| 99830       | Survey Party Chief              | 28.69       |             |
| 99831       | Surveying Aide                  | 16.64       | ***         |
| 99832       | Surveying Technician            | 20.94       |             |
| 99840       | Vending Machine Attendant       | 20.65       |             |
| 99841       | Vending Machine Repairer        | 25.56       |             |
| 99842       | Vending Machine Repairer Helper | 20.65       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal

Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section

13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5847**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 24

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of San Jacinto

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01011       | Accounting Clerk I                   | 18.79       |             |
| 01012       | Accounting Clerk II                  | 21.09       |             |
| 01013       | Accounting Clerk III                 | 23.59       |             |
| 01020       | Administrative Assistant             | 28.50       |             |
| 01035       | Court Reporter                       | 23.97       |             |
| 01041       | Customer Service Representative I    | 14.88       | ***         |
| 01042       | Customer Service Representative II   | 16.24       | ***         |
| 01043       | Customer Service Representative III  | 18.22       |             |
| 01051       | Data Entry Operator I                | 17.13       | ***         |
| 01052       | Data Entry Operator II               | 18.69       |             |
| 01060       | Dispatcher, Motor Vehicle            | 18.80       |             |
| 01070       | Document Preparation Clerk           | 16.23       | ***         |
| 01090       | Duplicating Machine Operator         | 16.23       | ***         |
| 01111       | General Clerk I                      | 15.51       | ***         |
| 01112       | General Clerk II                     | 16.92       | ***         |
| 01113       | General Clerk III                    | 18.99       |             |
| 01120       | Housing Referral Assistant           | 21.84       |             |
| 01141       | Messenger Courier                    | 14.21       | ***         |
| 01191       | Order Clerk I                        | 15.50       | ***         |
| 01192       | Order Clerk II                       | 16.91       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 18.95       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.19       |             |
| 01263       | Personnel Assistant (Employment) III | 23.63       |             |
| 01270       | Production Control Clerk             | 23.11       |             |
| 01290       | Rental Clerk                         | 16.64       | ***         |
| 01300       | Scheduler, Maintenance               | 17.51       | ***         |
| 01311       | Secretary I                          | 17.51       | ***         |
| 01312       | Secretary II                         | 19.59       |             |
| 01313       | Secretary III                        | 21.84       |             |
| 01320       | Service Order Dispatcher             | 16.81       | ***         |
| 01410       | Supply Technician                    | 28.50       |             |
| 01420       | Survey Worker                        | 18.57       |             |
| 01460       | Switchboard Operator/Receptionist    | 14.09       | ***         |
| 01531       | Travel Clerk I                       | 15.72       | ***         |
| 01532       | Travel Clerk II                      | 17.51       | ***         |
| 01533       | Travel Clerk III                     | 19.59       |             |
| 01611       | Word Processor I                     | 15.60       | ***         |



| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01612       | Word Processor II                            | 17.51       | ***         |
| 01613       | Word Processor III                           | 19.59       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 25.76       |             |
| 05010       | Automotive Electrician                       | 23.79       |             |
| 05040       | Automotive Glass Installer                   | 21.96       |             |
| 05070       | Automotive Worker                            | 21.96       |             |
| 05110       | Mobile Equipment Servicer                    | 20.23       |             |
| 05130       | Motor Equipment Metal Mechanic               | 25.96       |             |
| 05160       | Motor Equipment Metal Worker                 | 21.96       |             |
| 05190       | Motor Vehicle Mechanic                       | 25.76       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 19.40       |             |
| 05250       | Motor Vehicle Upholstery Worker              | 20.83       |             |
| 05280       | Motor Vehicle Wrecker                        | 21.96       |             |
| 05310       | Painter, Automotive                          | 23.79       |             |
| 05340       | Radiator Repair Specialist                   | 22.88       |             |
| 05370       | Tire Repairer                                | 15.92       | ***         |
| 05400       | Transmission Repair Specialist               | 25.76       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 13.47       | ***         |
| 07041       | Cook I                                       | 13.02       | ***         |
| 07042       | Cook II                                      | 15.19       | ***         |
| 07070       | Dishwasher                                   | 11.33       | ***         |
| 07130       | Food Service Worker                          | 12.27       | ***         |
| 07210       | Meat Cutter                                  | 14.14       | ***         |
| 07260       | Waiter/Waitress                              | 11.09       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 24.39       |             |
| 09040       | Furniture Handler                            | 14.07       | ***         |
| 09080       | Furniture Refinisher                         | 23.56       |             |
| 09090       | Furniture Refinisher Helper                  | 17.23       | ***         |
| 09110       | Furniture Repairer, Minor                    | 20.44       |             |
| 09130       | Upholsterer                                  | 22.81       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 12.98       | ***         |
| 11060       | Elevator Operator                            | 13.52       | ***         |
| 11090       | Gardener                                     | 20.51       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11122       | Housekeeping Aide                          | 13.52       | ***         |
| 11150       | Janitor                                    | 13.52       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 15.21       | ***         |
| 11240       | Maid or Houseman                           | 11.42       | ***         |
| 11260       | Pruner                                     | 13.51       | ***         |
| 11270       | Tractor Operator                           | 18.73       |             |
| 11330       | Trail Maintenance Worker                   | 15.21       | ***         |
| 11360       | Window Cleaner                             | 15.22       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 15.90       | ***         |
| 12011       | Breath Alcohol Technician                  | 22.18       |             |
| 12012       | Certified Occupational Therapist Assistant | 38.16       |             |
| 12015       | Certified Physical Therapist Assistant     | 39.49       |             |
| 12020       | Dental Assistant                           | 18.33       |             |
| 12025       | Dental Hygienist                           | 40.36       |             |
| 12030       | EKG Technician                             | 29.71       |             |
| 12035       | Electroneurodiagnostic Technologist        | 29.71       |             |
| 12040       | Emergency Medical Technician               | 15.90       | ***         |
| 12071       | Licensed Practical Nurse I                 | 20.65       |             |
| 12072       | Licensed Practical Nurse II                | 23.09       |             |
| 12073       | Licensed Practical Nurse III               | 25.74       |             |
| 12100       | Medical Assistant                          | 17.01       | ***         |
| 12130       | Medical Laboratory Technician              | 27.76       |             |
| 12160       | Medical Record Clerk                       | 15.99       | ***         |
| 12190       | Medical Record Technician                  | 17.91       |             |
| 12195       | Medical Transcriptionist                   | 21.55       |             |
| 12210       | Nuclear Medicine Technologist              | 48.73       |             |
| 12221       | Nursing Assistant I                        | 14.69       | ***         |
| 12222       | Nursing Assistant II                       | 16.53       | ***         |
| 12223       | Nursing Assistant III                      | 18.04       |             |
| 12224       | Nursing Assistant IV                       | 20.24       |             |
| 12235       | Optical Dispenser                          | 17.95       |             |
| 12236       | Optical Technician                         | 19.82       |             |
| 12250       | Pharmacy Technician                        | 19.18       |             |
| 12280       | Phlebotomist                               | 17.91       |             |
| 12305       | Radiologic Technologist                    | 29.71       |             |
| 12311       | Registered Nurse I                         | 30.90       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12312       | Registered Nurse II                                  | 38.37       |             |
| 12313       | Registered Nurse II, Specialist                      | 38.37       |             |
| 12314       | Registered Nurse III                                 | 45.73       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 45.73       |             |
| 12316       | Registered Nurse IV                                  | 54.81       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 27.47       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.71       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 21.04       |             |
| 13012       | Exhibits Specialist II                               | 26.07       |             |
| 13013       | Exhibits Specialist III                              | 31.83       |             |
| 13041       | Illustrator I                                        | 21.04       |             |
| 13042       | Illustrator II                                       | 26.07       |             |
| 13043       | Illustrator III                                      | 31.89       |             |
| 13047       | Librarian                                            | 28.87       |             |
| 13050       | Library Aide/Clerk                                   | 13.08       | ***         |
| 13054       | Library Information Technology Systems Administrator | 26.07       |             |
| 13058       | Library Technician                                   | 16.04       | ***         |
| 13061       | Media Specialist I                                   | 18.81       |             |
| 13062       | Media Specialist II                                  | 21.04       |             |
| 13063       | Media Specialist III                                 | 23.46       |             |
| 13071       | Photographer I                                       | 18.78       |             |
| 13072       | Photographer II                                      | 21.01       |             |
| 13073       | Photographer III                                     | 26.03       |             |
| 13074       | Photographer IV                                      | 31.83       |             |
| 13075       | Photographer V                                       | 38.51       |             |
| 13090       | Technical Order Library Clerk                        | 16.42       | ***         |
| 13110       | Video Teleconference Technician                      | 18.78       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 19.14       |             |
| 14042       | Computer Operator II                                 | 21.42       |             |
| 14043       | Computer Operator III                                | 23.87       |             |
| 14044       | Computer Operator IV                                 | 26.53       |             |
| 14045       | Computer Operator V                                  | 29.38       |             |
| 14071       | Computer Programmer I                                | 26.04       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 19.14       |             |
| 14160       | Personal Computer Support Technician                    | 26.53       |             |
| 14170       | System Support Specialist                               | 33.13       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 36.39       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 44.02       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 52.78       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 36.39       |             |
| 15060       | Educational Technologist                                | 32.96       |             |
| 15070       | Flight Instructor (Pilot)                               | 52.78       |             |
| 15080       | Graphic Artist                                          | 29.39       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 52.29       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 52.29       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 52.29       |             |
| 15090       | Technical Instructor                                    | 24.67       |             |
| 15095       | Technical Instructor/Course Developer                   | 30.17       |             |
| 15110       | Test Proctor                                            | 20.27       |             |
| 15120       | Tutor                                                   | 20.27       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.84       | ***         |
| 16030       | Counter Attendant                                       | 11.84       | ***         |
| 16040       | Dry Cleaner                                             | 15.19       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.84       | ***         |
| 16090       | Presser, Hand                                           | 11.84       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.84       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.84       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.84       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.07       | ***         |
| 16220       | Tailor                                                  | 17.30       | ***         |
| 16250       | Washer, Machine                                         | 12.97       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 22.46       |             |
| 19040       | Tool And Die Maker                                      | 26.85       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 17.96       |             |
| 21030       | Material Coordinator                              | 23.52       |             |
| 21040       | Material Expediter                                | 23.52       |             |
| 21050       | Material Handling Laborer                         | 16.32       | ***         |
| 21071       | Order Filler                                      | 15.48       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 17.96       |             |
| 21110       | Shipping Packer                                   | 17.05       | ***         |
| 21130       | Shipping/Receiving Clerk                          | 17.05       | ***         |
| 21140       | Store Worker I                                    | 13.94       | ***         |
| 21150       | Stock Clerk                                       | 19.93       |             |
| 21210       | Tools And Parts Attendant                         | 17.96       |             |
| 21410       | Warehouse Specialist                              | 17.96       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 31.26       |             |
| 23019       | Aircraft Logs and Records Technician              | 24.66       |             |
| 23021       | Aircraft Mechanic I                               | 29.95       |             |
| 23022       | Aircraft Mechanic II                              | 31.26       |             |
| 23023       | Aircraft Mechanic III                             | 32.60       |             |
| 23040       | Aircraft Mechanic Helper                          | 21.98       |             |
| 23050       | Aircraft, Painter                                 | 28.40       |             |
| 23060       | Aircraft Servicer                                 | 24.66       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 28.40       |             |
| 23080       | Aircraft Worker                                   | 26.49       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 26.49       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 29.95       |             |
| 23110       | Appliance Mechanic                                | 25.09       |             |
| 23120       | Bicycle Repairer                                  | 17.98       |             |
| 23125       | Cable Splicer                                     | 33.59       |             |
| 23130       | Carpenter, Maintenance                            | 20.99       |             |
| 23140       | Carpet Layer                                      | 20.95       |             |
| 23160       | Electrician, Maintenance                          | 26.51       |             |
| 23181       | Electronics Technician Maintenance I              | 29.50       |             |
| 23182       | Electronics Technician Maintenance II             | 31.64       |             |
| 23183       | Electronics Technician Maintenance III            | 33.38       |             |
| 23260       | Fabric Worker                                     | 19.48       |             |
| 23290       | Fire Alarm System Mechanic                        | 23.69       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23310       | Fire Extinguisher Repairer                                             | 17.98       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 23.22       |             |
| 23312       | Fuel Distribution System Operator                                      | 17.60       | ***         |
| 23370       | General Maintenance Worker                                             | 18.46       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 29.95       |             |
| 23381       | Ground Support Equipment Servicer                                      | 24.66       |             |
| 23382       | Ground Support Equipment Worker                                        | 26.49       |             |
| 23391       | Gunsmith I                                                             | 17.98       |             |
| 23392       | Gunsmith II                                                            | 20.95       |             |
| 23393       | Gunsmith III                                                           | 23.70       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.02       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.02       |             |
| 23430       | Heavy Equipment Mechanic                                               | 26.17       |             |
| 23440       | Heavy Equipment Operator                                               | 22.37       |             |
| 23460       | Instrument Mechanic                                                    | 25.87       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 22.46       |             |
| 23470       | Laborer                                                                | 16.16       | ***         |
| 23510       | Locksmith                                                              | 22.46       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 27.15       |             |
| 23550       | Machinist, Maintenance                                                 | 22.37       |             |
| 23580       | Maintenance Trades Helper                                              | 14.94       | ***         |
| 23591       | Metrology Technician I                                                 | 25.87       |             |
| 23592       | Metrology Technician II                                                | 27.00       |             |
| 23593       | Metrology Technician III                                               | 28.16       |             |
| 23640       | Millwright                                                             | 25.49       |             |
| 23710       | Office Appliance Repairer                                              | 22.46       |             |
| 23760       | Painter, Maintenance                                                   | 19.48       |             |
| 23790       | Pipefitter, Maintenance                                                | 29.70       |             |
| 23810       | Plumber, Maintenance                                                   | 28.17       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 23.70       |             |
| 23850       | Rigger                                                                 | 23.70       |             |
| 23870       | Scale Mechanic                                                         | 20.95       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 23.70       |             |
| 23910       | Small Engine Mechanic                                                  | 20.93       |             |
| 23931       | Telecommunications Mechanic I                                          | 33.50       |             |
| 23932       | Telecommunications Mechanic II                                         | 34.96       |             |
| 23950       | Telephone Lineman                                                      | 32.09       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23960       | Welder, Combination, Maintenance                  | 20.65       |             |
| 23965       | Well Driller                                      | 27.54       |             |
| 23970       | Woodcraft Worker                                  | 23.70       |             |
| 23980       | Woodworker                                        | 17.98       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 17.17       | ***         |
| 24570       | Child Care Attendant                              | 10.67       | ***         |
| 24580       | Child Care Center Clerk                           | 13.48       | ***         |
| 24610       | Chore Aide                                        | 11.03       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 17.17       | ***         |
| 24630       | Homemaker                                         | 17.17       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 23.95       |             |
| 25040       | Sewage Plant Operator                             | 20.02       |             |
| 25070       | Stationary Engineer                               | 23.95       |             |
| 25190       | Ventilation Equipment Tender                      | 16.42       | ***         |
| 25210       | Water Treatment Plant Operator                    | 20.02       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 18.05       |             |
| 27007       | Baggage Inspector                                 | 14.18       | ***         |
| 27008       | Corrections Officer                               | 21.58       |             |
| 27010       | Court Security Officer                            | 22.30       |             |
| 27030       | Detection Dog Handler                             | 17.90       |             |
| 27040       | Detention Officer                                 | 21.58       |             |
| 27070       | Firefighter                                       | 22.45       |             |
| 27101       | Guard I                                           | 14.18       | ***         |
| 27102       | Guard II                                          | 17.90       |             |
| 27131       | Police Officer I                                  | 26.31       |             |
| 27132       | Police Officer II                                 | 29.23       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 12.69       | ***         |
| 28042       | Carnival Equipment Repairer                       | 13.89       | ***         |
| 28043       | Carnival Worker                                   | 8.95        | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 17.27       | ***         |
| 28310       | Lifeguard                                         | 15.38       | ***         |
| 28350       | Park Attendant (Aide)                             | 19.32       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 14.10       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 28515       | Recreation Specialist                          | 23.73       |             |
| 28630       | Sports Official                                | 15.38       | ***         |
| 28690       | Swimming Pool Operator                         | 17.44       | ***         |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 27.63       |             |
| 29020       | Hatch Tender                                   | 27.63       |             |
| 29030       | Line Handler                                   | 27.63       |             |
| 29041       | Stevedore I                                    | 25.69       |             |
| 29042       | Stevedore II                                   | 29.62       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 52.13       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 35.95       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 39.60       | see 2       |
| 30021       | Archeological Technician I                     | 21.94       |             |
| 30022       | Archeological Technician II                    | 25.47       |             |
| 30023       | Archeological Technician III                   | 30.62       |             |
| 30030       | Cartographic Technician                        | 30.62       |             |
| 30040       | Civil Engineering Technician                   | 30.03       |             |
| 30051       | Cryogenic Technician I                         | 31.59       |             |
| 30052       | Cryogenic Technician II                        | 34.89       |             |
| 30061       | Drafter/CAD Operator I                         | 21.94       |             |
| 30062       | Drafter/CAD Operator II                        | 24.71       |             |
| 30063       | Drafter/CAD Operator III                       | 27.56       |             |
| 30064       | Drafter/CAD Operator IV                        | 33.67       |             |
| 30081       | Engineering Technician I                       | 20.02       |             |
| 30082       | Engineering Technician II                      | 22.48       |             |
| 30083       | Engineering Technician III                     | 25.15       |             |
| 30084       | Engineering Technician IV                      | 31.09       |             |
| 30085       | Engineering Technician V                       | 38.65       |             |
| 30086       | Engineering Technician VI                      | 46.10       |             |
| 30090       | Environmental Technician                       | 30.40       |             |
| 30095       | Evidence Control Specialist                    | 28.18       |             |
| 30210       | Laboratory Technician                          | 27.35       |             |
| 30221       | Latent Fingerprint Technician I                | 31.21       |             |
| 30222       | Latent Fingerprint Technician II               | 34.47       |             |
| 30240       | Mathematical Technician                        | 30.62       |             |
| 30361       | Paralegal/Legal Assistant I                    | 23.68       |             |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30362       | Paralegal/Legal Assistant II                             | 29.34            |
| 30363       | Paralegal/Legal Assistant III                            | 35.89            |
| 30364       | Paralegal/Legal Assistant IV                             | 43.42            |
| 30375       | Petroleum Supply Specialist                              | 34.47            |
| 30390       | Photo-Optics Technician                                  | 30.62            |
| 30395       | Radiation Control Technician                             | 34.47            |
| 30461       | Technical Writer I                                       | 28.18            |
| 30462       | Technical Writer II                                      | 34.47            |
| 30463       | Technical Writer III                                     | 41.72            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 33.14            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 40.09            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 48.05            |
| 30494       | Unexploded (UXO) Safety Escort                           | 33.14            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 33.14            |
| 30501       | Weather Forecaster I                                     | 33.67            |
| 30502       | Weather Forecaster II                                    | 38.43            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 27.56 see 2      |
| 30621       | Weather Observer, Senior                                 | 30.48 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 40.09            |
| 31020       | Bus Aide                                                 | 13.12 ***        |
| 31030       | Bus Driver                                               | 19.13            |
| 31043       | Driver Courier                                           | 16.05 ***        |
| 31260       | Parking and Lot Attendant                                | 11.57 ***        |
| 31290       | Shuttle Bus Driver                                       | 15.28 ***        |
| 31310       | Taxi Driver                                              | 13.64 ***        |
| 31361       | Truckdriver, Light                                       | 17.57 ***        |
| 31362       | Truckdriver, Medium                                      | 19.06            |
| 31363       | Truckdriver, Heavy                                       | 23.21            |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.21            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 19.55            |
| 99030       | Cashier                                                  | 12.01 ***        |
| 99050       | Desk Clerk                                               | 12.89 ***        |
| 99095       | Embalmer                                                 | 33.14            |
| 99130       | Flight Follower                                          | 33.14            |
| 99251       | Laboratory Animal Caretaker I                            | 17.41 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99252       | Laboratory Animal Caretaker II  | 18.99       |             |
| 99260       | Marketing Analyst               | 28.96       |             |
| 99310       | Mortician                       | 33.14       |             |
| 99410       | Pest Controller                 | 19.12       |             |
| 99510       | Photofinishing Worker           | 17.41       | ***         |
| 99710       | Recycling Laborer               | 19.72       |             |
| 99711       | Recycling Specialist            | 24.29       |             |
| 99730       | Refuse Collector                | 17.52       | ***         |
| 99810       | Sales Clerk                     | 13.99       | ***         |
| 99820       | School Crossing Guard           | 15.86       | ***         |
| 99830       | Survey Party Chief              | 22.05       |             |
| 99831       | Surveying Aide                  | 15.09       | ***         |
| 99832       | Surveying Technician            | 19.07       |             |
| 99840       | Vending Machine Attendant       | 21.99       |             |
| 99841       | Vending Machine Repairer        | 28.07       |             |
| 99842       | Vending Machine Repairer Helper | 21.99       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5849**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Mason

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 18.47       |             |
| 01012       | Accounting Clerk II                             | 20.73       |             |
| 01013       | Accounting Clerk III                            | 23.18       |             |
| 01020       | Administrative Assistant                        | 24.29       |             |
| 01035       | Court Reporter                                  | 22.09       |             |
| 01041       | Customer Service Representative I               | 16.72       | ***         |
| 01042       | Customer Service Representative II              | 18.24       |             |
| 01043       | Customer Service Representative III             | 20.47       |             |
| 01051       | Data Entry Operator I                           | 17.01       | ***         |
| 01052       | Data Entry Operator II                          | 18.56       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 20.66       |             |
| 01070       | Document Preparation Clerk                      | 15.34       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.34       | ***         |
| 01111       | General Clerk I                                 | 16.18       | ***         |
| 01112       | General Clerk II                                | 17.65       | ***         |
| 01113       | General Clerk III                               | 19.81       |             |
| 01120       | Housing Referral Assistant                      | 22.35       |             |
| 01141       | Messenger Courier                               | 15.20       | ***         |
| 01191       | Order Clerk I                                   | 17.03       | ***         |
| 01192       | Order Clerk II                                  | 18.58       |             |
| 01261       | Personnel Assistant (Employment) I              | 17.29       | ***         |
| 01262       | Personnel Assistant (Employment) II             | 19.34       |             |
| 01263       | Personnel Assistant (Employment) III            | 21.57       |             |
| 01270       | Production Control Clerk                        | 23.48       |             |
| 01290       | Rental Clerk                                    | 16.38       | ***         |
| 01300       | Scheduler, Maintenance                          | 17.78       |             |



| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 17.78       |             |
| 01312       | Secretary II                             | 20.08       |             |
| 01313       | Secretary III                            | 22.35       |             |
| 01320       | Service Order Dispatcher                 | 18.47       |             |
| 01410       | Supply Technician                        | 24.29       |             |
| 01420       | Survey Worker                            | 16.73       | ***         |
| 01460       | Switchboard Operator/Receptionist        | 14.00       | ***         |
| 01531       | Travel Clerk I                           | 15.34       | ***         |
| 01532       | Travel Clerk II                          | 17.21       | ***         |
| 01533       | Travel Clerk III                         | 19.15       |             |
| 01611       | Word Processor I                         | 15.34       | ***         |
| 01612       | Word Processor II                        | 17.78       |             |
| 01613       | Word Processor III                       | 20.08       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 22.11       |             |
| 05010       | Automotive Electrician                   | 21.17       |             |
| 05040       | Automotive Glass Installer               | 19.79       |             |
| 05070       | Automotive Worker                        | 19.79       |             |
| 05110       | Mobile Equipment Servicer                | 17.07       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 22.45       |             |
| 05160       | Motor Equipment Metal Worker             | 19.79       |             |
| 05190       | Motor Vehicle Mechanic                   | 22.45       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 15.71       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 18.41       |             |
| 05280       | Motor Vehicle Wrecker                    | 19.79       |             |
| 05310       | Painter, Automotive                      | 21.17       |             |
| 05340       | Radiator Repair Specialist               | 19.79       |             |
| 05370       | Tire Repairer                            | 15.47       | ***         |
| 05400       | Transmission Repair Specialist           | 22.45       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 13.76       | ***         |
| 07041       | Cook I                                   | 14.08       | ***         |
| 07042       | Cook II                                  | 16.33       | ***         |
| 07070       | Dishwasher                               | 11.38       | ***         |
| 07130       | Food Service Worker                      | 12.49       | ***         |
| 07210       | Meat Cutter                              | 15.18       | ***         |
| 07260       | Waiter/Waitress                          | 10.96       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 23.94       |             |
| 09040       | Furniture Handler                            | 13.32       | ***         |
| 09080       | Furniture Refinisher                         | 21.75       |             |
| 09090       | Furniture Refinisher Helper                  | 16.14       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.91       |             |
| 09130       | Upholsterer                                  | 21.58       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.22       | ***         |
| 11060       | Elevator Operator                            | 13.60       | ***         |
| 11090       | Gardener                                     | 20.47       |             |
| 11122       | Housekeeping Aide                            | 13.60       | ***         |
| 11150       | Janitor                                      | 13.60       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 15.54       | ***         |
| 11240       | Maid or Houseman                             | 12.33       | ***         |
| 11260       | Pruner                                       | 13.94       | ***         |
| 11270       | Tractor Operator                             | 18.84       |             |
| 11330       | Trail Maintenance Worker                     | 15.54       | ***         |
| 11360       | Window Cleaner                               | 15.17       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 17.28       | ***         |
| 12011       | Breath Alcohol Technician                    | 23.53       |             |
| 12012       | Certified Occupational Therapist Assistant   | 36.84       |             |
| 12015       | Certified Physical Therapist Assistant       | 36.51       |             |
| 12020       | Dental Assistant                             | 17.88       |             |
| 12025       | Dental Hygienist                             | 45.02       |             |
| 12030       | EKG Technician                               | 32.28       |             |
| 12035       | Electroneurodiagnostic Technologist          | 32.28       |             |
| 12040       | Emergency Medical Technician                 | 17.28       | ***         |
| 12071       | Licensed Practical Nurse I                   | 21.04       |             |
| 12072       | Licensed Practical Nurse II                  | 23.53       |             |
| 12073       | Licensed Practical Nurse III                 | 26.24       |             |
| 12100       | Medical Assistant                            | 17.44       | ***         |
| 12130       | Medical Laboratory Technician                | 23.60       |             |
| 12160       | Medical Record Clerk                         | 16.21       | ***         |
| 12190       | Medical Record Technician                    | 18.13       |             |
| 12195       | Medical Transcriptionist                     | 19.09       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 51.72       |             |
| 12221       | Nursing Assistant I                                  | 14.82       | ***         |
| 12222       | Nursing Assistant II                                 | 16.68       | ***         |
| 12223       | Nursing Assistant III                                | 18.20       |             |
| 12224       | Nursing Assistant IV                                 | 20.42       |             |
| 12235       | Optical Dispenser                                    | 16.92       | ***         |
| 12236       | Optical Technician                                   | 21.04       |             |
| 12250       | Pharmacy Technician                                  | 18.33       |             |
| 12280       | Phlebotomist                                         | 17.49       | ***         |
| 12305       | Radiologic Technologist                              | 32.34       |             |
| 12311       | Registered Nurse I                                   | 30.88       |             |
| 12312       | Registered Nurse II                                  | 37.77       |             |
| 12313       | Registered Nurse II, Specialist                      | 37.77       |             |
| 12314       | Registered Nurse III                                 | 45.69       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 45.69       |             |
| 12316       | Registered Nurse IV                                  | 54.77       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 29.16       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 23.80       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 19.55       |             |
| 13012       | Exhibits Specialist II                               | 25.78       |             |
| 13013       | Exhibits Specialist III                              | 27.60       |             |
| 13041       | Illustrator I                                        | 19.55       |             |
| 13042       | Illustrator II                                       | 25.78       |             |
| 13043       | Illustrator III                                      | 27.60       |             |
| 13047       | Librarian                                            | 24.77       |             |
| 13050       | Library Aide/Clerk                                   | 14.49       | ***         |
| 13054       | Library Information Technology Systems Administrator | 22.38       |             |
| 13058       | Library Technician                                   | 16.88       | ***         |
| 13061       | Media Specialist I                                   | 16.14       | ***         |
| 13062       | Media Specialist II                                  | 18.05       |             |
| 13063       | Media Specialist III                                 | 20.14       |             |
| 13071       | Photographer I                                       | 16.60       | ***         |
| 13072       | Photographer II                                      | 18.57       |             |
| 13073       | Photographer III                                     | 23.01       |             |
| 13074       | Photographer IV                                      | 28.15       |             |
| 13075       | Photographer V                                       | 34.06       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 18.19       |             |
| 13110       | Video Teleconference Technician                         | 16.06       | ***         |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 17.41       | ***         |
| 14042       | Computer Operator II                                    | 19.49       |             |
| 14043       | Computer Operator III                                   | 21.72       |             |
| 14044       | Computer Operator IV                                    | 24.14       |             |
| 14045       | Computer Operator V                                     | 25.97       |             |
| 14071       | Computer Programmer I                                   | 25.43       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 17.41       | ***         |
| 14160       | Personal Computer Support Technician                    | 24.14       |             |
| 14170       | System Support Specialist                               | 24.42       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 34.56       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.82       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 50.12       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 34.56       |             |
| 15060       | Educational Technologist                                | 36.59       |             |
| 15070       | Flight Instructor (Pilot)                               | 50.12       |             |
| 15080       | Graphic Artist                                          | 22.13       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.12       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.12       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.12       |             |
| 15090       | Technical Instructor                                    | 24.04       |             |
| 15095       | Technical Instructor/Course Developer                   | 29.40       |             |
| 15110       | Test Proctor                                            | 19.40       |             |
| 15120       | Tutor                                                   | 19.64       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.92       | ***         |
| 16030       | Counter Attendant                                       | 10.92       | ***         |
| 16040       | Dry Cleaner                                             | 13.25       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 10.92       | ***         |
| 16090       | Presser, Hand                                     | 10.92       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 10.92       | ***         |
| 16130       | Presser, Machine, Shirts                          | 10.92       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 10.92       | ***         |
| 16190       | Sewing Machine Operator                           | 13.99       | ***         |
| 16220       | Tailor                                            | 14.68       | ***         |
| 16250       | Washer, Machine                                   | 11.82       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 23.53       |             |
| 19040       | Tool And Die Maker                                | 29.04       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 18.12       |             |
| 21030       | Material Coordinator                              | 23.48       |             |
| 21040       | Material Expediter                                | 23.48       |             |
| 21050       | Material Handling Laborer                         | 15.75       | ***         |
| 21071       | Order Filler                                      | 16.63       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 18.12       |             |
| 21110       | Shipping Packer                                   | 17.63       | ***         |
| 21130       | Shipping/Receiving Clerk                          | 17.63       | ***         |
| 21140       | Store Worker I                                    | 13.10       | ***         |
| 21150       | Stock Clerk                                       | 18.05       |             |
| 21210       | Tools And Parts Attendant                         | 18.12       |             |
| 21410       | Warehouse Specialist                              | 18.12       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 29.92       |             |
| 23019       | Aircraft Logs and Records Technician              | 23.31       |             |
| 23021       | Aircraft Mechanic I                               | 28.40       |             |
| 23022       | Aircraft Mechanic II                              | 29.92       |             |
| 23023       | Aircraft Mechanic III                             | 31.48       |             |
| 23040       | Aircraft Mechanic Helper                          | 19.97       |             |
| 23050       | Aircraft, Painter                                 | 26.79       |             |
| 23060       | Aircraft Servicer                                 | 23.31       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 26.79       |             |
| 23080       | Aircraft Worker                                   | 25.05       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 25.05       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 28.40       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23110       | Appliance Mechanic                                                     | 23.53       |             |
| 23120       | Bicycle Repairer                                                       | 18.96       |             |
| 23125       | Cable Splicer                                                          | 31.39       |             |
| 23130       | Carpenter, Maintenance                                                 | 18.84       |             |
| 23140       | Carpet Layer                                                           | 22.00       |             |
| 23160       | Electrician, Maintenance                                               | 24.70       |             |
| 23181       | Electronics Technician Maintenance I                                   | 27.85       |             |
| 23182       | Electronics Technician Maintenance II                                  | 32.37       |             |
| 23183       | Electronics Technician Maintenance III                                 | 34.12       |             |
| 23260       | Fabric Worker                                                          | 20.46       |             |
| 23290       | Fire Alarm System Mechanic                                             | 22.69       |             |
| 23310       | Fire Extinguisher Repairer                                             | 18.96       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 25.63       |             |
| 23312       | Fuel Distribution System Operator                                      | 19.48       |             |
| 23370       | General Maintenance Worker                                             | 17.38       | ***         |
| 23380       | Ground Support Equipment Mechanic                                      | 28.40       |             |
| 23381       | Ground Support Equipment Servicer                                      | 23.31       |             |
| 23382       | Ground Support Equipment Worker                                        | 25.05       |             |
| 23391       | Gunsmith I                                                             | 18.96       |             |
| 23392       | Gunsmith II                                                            | 22.00       |             |
| 23393       | Gunsmith III                                                           | 24.95       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.10       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.33       |             |
| 23430       | Heavy Equipment Mechanic                                               | 24.15       |             |
| 23440       | Heavy Equipment Operator                                               | 22.11       |             |
| 23460       | Instrument Mechanic                                                    | 24.95       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 23.53       |             |
| 23470       | Laborer                                                                | 15.75       | ***         |
| 23510       | Locksmith                                                              | 23.53       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 28.04       |             |
| 23550       | Machinist, Maintenance                                                 | 22.34       |             |
| 23580       | Maintenance Trades Helper                                              | 15.17       | ***         |
| 23591       | Metrology Technician I                                                 | 24.95       |             |
| 23592       | Metrology Technician II                                                | 26.29       |             |
| 23593       | Metrology Technician III                                               | 27.66       |             |
| 23640       | Millwright                                                             | 24.95       |             |
| 23710       | Office Appliance Repairer                                              | 23.53       |             |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 18.75       |             |
| 23790                                         | Pipefitter, Maintenance                           | 25.11       |             |
| 23810                                         | Plumber, Maintenance                              | 23.68       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 24.95       |             |
| 23850                                         | Rigger                                            | 24.95       |             |
| 23870                                         | Scale Mechanic                                    | 22.00       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 23.50       |             |
| 23910                                         | Small Engine Mechanic                             | 20.01       |             |
| 23931                                         | Telecommunications Mechanic I                     | 29.14       |             |
| 23932                                         | Telecommunications Mechanic II                    | 30.60       |             |
| 23950                                         | Telephone Lineman                                 | 27.59       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 22.65       |             |
| 23965                                         | Well Driller                                      | 24.95       |             |
| 23970                                         | Woodcraft Worker                                  | 24.95       |             |
| 23980                                         | Woodworker                                        | 18.96       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 17.07       | ***         |
| 24570                                         | Child Care Attendant                              | 10.79       | ***         |
| 24580                                         | Child Care Center Clerk                           | 13.46       | ***         |
| 24610                                         | Chore Aide                                        | 11.02       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 17.07       | ***         |
| 24630                                         | Homemaker                                         | 17.07       | ***         |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 24.66       |             |
| 25040                                         | Sewage Plant Operator                             | 21.02       |             |
| 25070                                         | Stationary Engineer                               | 24.66       |             |
| 25190                                         | Ventilation Equipment Tender                      | 17.46       | ***         |
| 25210                                         | Water Treatment Plant Operator                    | 21.02       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 18.52       |             |
| 27007                                         | Baggage Inspector                                 | 15.36       | ***         |
| 27008                                         | Corrections Officer                               | 22.44       |             |
| 27010                                         | Court Security Officer                            | 23.31       |             |
| 27030                                         | Detection Dog Handler                             | 17.18       | ***         |
| 27040                                         | Detention Officer                                 | 22.44       |             |
| 27070                                         | Firefighter                                       | 22.84       |             |
| 27101                                         | Guard I                                           | 15.36       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 17.18       | ***         |
| 27131       | Police Officer I                               | 25.95       |             |
| 27132       | Police Officer II                              | 28.84       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.63       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.89       | ***         |
| 28043       | Carnival Worker                                | 10.82       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 16.25       | ***         |
| 28310       | Lifeguard                                      | 11.01       | ***         |
| 28350       | Park Attendant (Aide)                          | 18.17       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 13.27       | ***         |
| 28515       | Recreation Specialist                          | 22.52       |             |
| 28630       | Sports Official                                | 14.48       | ***         |
| 28690       | Swimming Pool Operator                         | 18.44       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 26.24       |             |
| 29020       | Hatch Tender                                   | 26.24       |             |
| 29030       | Line Handler                                   | 26.24       |             |
| 29041       | Stevedore I                                    | 24.41       |             |
| 29042       | Stevedore II                                   | 28.07       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 52.13       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 35.95       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 39.60       | see 2       |
| 30021       | Archeological Technician I                     | 20.76       |             |
| 30022       | Archeological Technician II                    | 23.22       |             |
| 30023       | Archeological Technician III                   | 28.76       |             |
| 30030       | Cartographic Technician                        | 28.76       |             |
| 30040       | Civil Engineering Technician                   | 25.78       |             |
| 30051       | Cryogenic Technician I                         | 31.86       |             |
| 30052       | Cryogenic Technician II                        | 35.19       |             |
| 30061       | Drafter/CAD Operator I                         | 20.76       |             |
| 30062       | Drafter/CAD Operator II                        | 23.22       |             |
| 30063       | Drafter/CAD Operator III                       | 25.88       |             |
| 30064       | Drafter/CAD Operator IV                        | 31.86       |             |
| 30081       | Engineering Technician I                       | 20.25       |             |
| 30082       | Engineering Technician II                      | 22.73       |             |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30083       | Engineering Technician III                               | 25.42       |             |
| 30084       | Engineering Technician IV                                | 31.50       |             |
| 30085       | Engineering Technician V                                 | 38.53       |             |
| 30086       | Engineering Technician VI                                | 46.62       |             |
| 30090       | Environmental Technician                                 | 28.76       |             |
| 30095       | Evidence Control Specialist                              | 28.76       |             |
| 30210       | Laboratory Technician                                    | 26.49       |             |
| 30221       | Latent Fingerprint Technician I                          | 31.86       |             |
| 30222       | Latent Fingerprint Technician II                         | 35.19       |             |
| 30240       | Mathematical Technician                                  | 28.76       |             |
| 30361       | Paralegal/Legal Assistant I                              | 21.82       |             |
| 30362       | Paralegal/Legal Assistant II                             | 27.04       |             |
| 30363       | Paralegal/Legal Assistant III                            | 33.07       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 40.01       |             |
| 30375       | Petroleum Supply Specialist                              | 35.19       |             |
| 30390       | Photo-Optics Technician                                  | 28.76       |             |
| 30395       | Radiation Control Technician                             | 35.19       |             |
| 30461       | Technical Writer I                                       | 28.76       |             |
| 30462       | Technical Writer II                                      | 35.19       |             |
| 30463       | Technical Writer III                                     | 42.57       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 33.14       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 40.09       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 48.05       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 33.14       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 33.14       |             |
| 30501       | Weather Forecaster I                                     | 31.86       |             |
| 30502       | Weather Forecaster II                                    | 38.76       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.88       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.76       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 40.09       |             |
| 31020       | Bus Aide                                                 | 12.42       | ***         |
| 31030       | Bus Driver                                               | 17.20       | ***         |
| 31043       | Driver Courier                                           | 15.08       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.46       | ***         |
| 31290       | Shuttle Bus Driver                                       | 15.57       | ***         |
| 31310       | Taxi Driver                                              | 13.26       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 16.39       | ***         |
| 31362       | Truckdriver, Medium             | 17.69       | ***         |
| 31363       | Truckdriver, Heavy              | 22.82       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 22.82       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 19.55       |             |
| 99030       | Cashier                         | 12.23       | ***         |
| 99050       | Desk Clerk                      | 12.25       | ***         |
| 99095       | Embalmer                        | 31.59       |             |
| 99130       | Flight Follower                 | 33.14       |             |
| 99251       | Laboratory Animal Caretaker I   | 14.24       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 15.48       | ***         |
| 99260       | Marketing Analyst               | 30.09       |             |
| 99310       | Mortician                       | 31.59       |             |
| 99410       | Pest Controller                 | 22.57       |             |
| 99510       | Photofinishing Worker           | 17.41       | ***         |
| 99710       | Recycling Laborer               | 19.37       |             |
| 99711       | Recycling Specialist            | 23.48       |             |
| 99730       | Refuse Collector                | 17.37       | ***         |
| 99810       | Sales Clerk                     | 14.13       | ***         |
| 99820       | School Crossing Guard           | 15.62       | ***         |
| 99830       | Survey Party Chief              | 24.78       |             |
| 99831       | Surveying Aide                  | 17.03       | ***         |
| 99832       | Surveying Technician            | 21.80       |             |
| 99840       | Vending Machine Attendant       | 19.75       |             |
| 99841       | Vending Machine Repairer        | 24.90       |             |
| 99842       | Vending Machine Repairer Helper | 19.75       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all

occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5851**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Newton

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.70       | ***         |
| 01012       | Accounting Clerk II                             | 18.74       |             |
| 01013       | Accounting Clerk III                            | 24.22       |             |
| 01020       | Administrative Assistant                        | 29.63       |             |
| 01035       | Court Reporter                                  | 27.82       |             |
| 01041       | Customer Service Representative I               | 14.06       | ***         |
| 01042       | Customer Service Representative II              | 15.34       | ***         |
| 01043       | Customer Service Representative III             | 17.22       | ***         |
| 01051       | Data Entry Operator I                           | 15.93       | ***         |
| 01052       | Data Entry Operator II                          | 17.38       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 20.10       |             |
| 01070       | Document Preparation Clerk                      | 16.31       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.31       | ***         |
| 01111       | General Clerk I                                 | 14.12       | ***         |
| 01112       | General Clerk II                                | 15.41       | ***         |
| 01113       | General Clerk III                               | 17.29       | ***         |
| 01120       | Housing Referral Assistant                      | 22.44       |             |
| 01141       | Messenger Courier                               | 14.75       | ***         |
| 01191       | Order Clerk I                                   | 15.09       | ***         |
| 01192       | Order Clerk II                                  | 16.47       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 17.79       |             |



| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01262       | Personnel Assistant (Employment) II      | 19.90       |             |
| 01263       | Personnel Assistant (Employment) III     | 22.19       |             |
| 01270       | Production Control Clerk                 | 28.88       |             |
| 01290       | Rental Clerk                             | 16.27       | ***         |
| 01300       | Scheduler, Maintenance                   | 18.00       |             |
| 01311       | Secretary I                              | 18.00       |             |
| 01312       | Secretary II                             | 20.13       |             |
| 01313       | Secretary III                            | 22.44       |             |
| 01320       | Service Order Dispatcher                 | 17.97       |             |
| 01410       | Supply Technician                        | 29.63       |             |
| 01420       | Survey Worker                            | 17.63       | ***         |
| 01460       | Switchboard Operator/Receptionist        | 14.75       | ***         |
| 01531       | Travel Clerk I                           | 16.57       | ***         |
| 01532       | Travel Clerk II                          | 18.59       |             |
| 01533       | Travel Clerk III                         | 19.93       |             |
| 01611       | Word Processor I                         | 16.03       | ***         |
| 01612       | Word Processor II                        | 18.00       |             |
| 01613       | Word Processor III                       | 20.49       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.08       |             |
| 05010       | Automotive Electrician                   | 21.80       |             |
| 05040       | Automotive Glass Installer               | 20.84       |             |
| 05070       | Automotive Worker                        | 20.84       |             |
| 05110       | Mobile Equipment Servicer                | 17.59       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 22.83       |             |
| 05160       | Motor Equipment Metal Worker             | 20.84       |             |
| 05190       | Motor Vehicle Mechanic                   | 22.71       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 16.86       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 20.51       |             |
| 05280       | Motor Vehicle Wrecker                    | 20.84       |             |
| 05310       | Painter, Automotive                      | 21.60       |             |
| 05340       | Radiator Repair Specialist               | 20.84       |             |
| 05370       | Tire Repairer                            | 16.09       | ***         |
| 05400       | Transmission Repair Specialist           | 22.83       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 13.73       | ***         |
| 07041       | Cook I                                   | 14.13       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 16.53       | ***         |
| 07070       | Dishwasher                                   | 11.85       | ***         |
| 07130       | Food Service Worker                          | 13.28       | ***         |
| 07210       | Meat Cutter                                  | 14.45       | ***         |
| 07260       | Waiter/Waitress                              | 10.92       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 24.08       |             |
| 09040       | Furniture Handler                            | 14.02       | ***         |
| 09080       | Furniture Refinisher                         | 24.08       |             |
| 09090       | Furniture Refinisher Helper                  | 17.41       | ***         |
| 09110       | Furniture Repairer, Minor                    | 20.80       |             |
| 09130       | Upholsterer                                  | 24.08       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.12       | ***         |
| 11060       | Elevator Operator                            | 13.99       | ***         |
| 11090       | Gardener                                     | 21.43       |             |
| 11122       | Housekeeping Aide                            | 13.99       | ***         |
| 11150       | Janitor                                      | 13.99       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 15.69       | ***         |
| 11240       | Maid or Houseman                             | 12.11       | ***         |
| 11260       | Pruner                                       | 13.86       | ***         |
| 11270       | Tractor Operator                             | 19.48       |             |
| 11330       | Trail Maintenance Worker                     | 15.69       | ***         |
| 11360       | Window Cleaner                               | 15.83       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 19.42       |             |
| 12011       | Breath Alcohol Technician                    | 22.08       |             |
| 12012       | Certified Occupational Therapist Assistant   | 36.51       |             |
| 12015       | Certified Physical Therapist Assistant       | 36.26       |             |
| 12020       | Dental Assistant                             | 17.93       |             |
| 12025       | Dental Hygienist                             | 39.52       |             |
| 12030       | EKG Technician                               | 31.07       |             |
| 12035       | Electroneurodiagnostic Technologist          | 31.07       |             |
| 12040       | Emergency Medical Technician                 | 19.42       |             |
| 12071       | Licensed Practical Nurse I                   | 19.74       |             |
| 12072       | Licensed Practical Nurse II                  | 22.08       |             |
| 12073       | Licensed Practical Nurse III                 | 24.62       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 17.17       | ***         |
| 12130       | Medical Laboratory Technician                        | 27.24       |             |
| 12160       | Medical Record Clerk                                 | 16.05       | ***         |
| 12190       | Medical Record Technician                            | 17.95       |             |
| 12195       | Medical Transcriptionist                             | 23.36       |             |
| 12210       | Nuclear Medicine Technologist                        | 48.52       |             |
| 12221       | Nursing Assistant I                                  | 13.35       | ***         |
| 12222       | Nursing Assistant II                                 | 15.02       | ***         |
| 12223       | Nursing Assistant III                                | 16.39       | ***         |
| 12224       | Nursing Assistant IV                                 | 18.39       |             |
| 12235       | Optical Dispenser                                    | 17.52       | ***         |
| 12236       | Optical Technician                                   | 19.74       |             |
| 12250       | Pharmacy Technician                                  | 18.21       |             |
| 12280       | Phlebotomist                                         | 18.22       |             |
| 12305       | Radiologic Technologist                              | 28.60       |             |
| 12311       | Registered Nurse I                                   | 26.05       |             |
| 12312       | Registered Nurse II                                  | 31.87       |             |
| 12313       | Registered Nurse II, Specialist                      | 31.87       |             |
| 12314       | Registered Nurse III                                 | 38.55       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 38.55       |             |
| 12316       | Registered Nurse IV                                  | 46.21       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 27.35       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 22.40       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 22.32       |             |
| 13012       | Exhibits Specialist II                               | 27.65       |             |
| 13013       | Exhibits Specialist III                              | 33.82       |             |
| 13041       | Illustrator I                                        | 22.32       |             |
| 13042       | Illustrator II                                       | 27.65       |             |
| 13043       | Illustrator III                                      | 33.82       |             |
| 13047       | Librarian                                            | 30.62       |             |
| 13050       | Library Aide/Clerk                                   | 13.15       | ***         |
| 13054       | Library Information Technology Systems Administrator | 27.65       |             |
| 13058       | Library Technician                                   | 17.42       | ***         |
| 13061       | Media Specialist I                                   | 19.95       |             |
| 13062       | Media Specialist II                                  | 22.32       |             |
| 13063       | Media Specialist III                                 | 24.89       |             |

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 19.95       |             |
| 13072       | Photographer II                                 | 22.32       |             |
| 13073       | Photographer III                                | 27.65       |             |
| 13074       | Photographer IV                                 | 33.82       |             |
| 13075       | Photographer V                                  | 40.92       |             |
| 13090       | Technical Order Library Clerk                   | 16.49       | ***         |
| 13110       | Video Teleconference Technician                 | 19.95       |             |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 20.79       |             |
| 14042       | Computer Operator II                            | 23.46       |             |
| 14043       | Computer Operator III                           | 26.78       |             |
| 14044       | Computer Operator IV                            | 29.75       |             |
| 14045       | Computer Operator V                             | 32.95       |             |
| 14071       | Computer Programmer I                           | 22.16       | see 1       |
| 14072       | Computer Programmer II                          |             | see 1       |
| 14073       | Computer Programmer III                         |             | see 1       |
| 14074       | Computer Programmer IV                          |             | see 1       |
| 14101       | Computer Systems Analyst I                      |             | see 1       |
| 14102       | Computer Systems Analyst II                     |             | see 1       |
| 14103       | Computer Systems Analyst III                    |             | see 1       |
| 14150       | Peripheral Equipment Operator                   | 20.79       |             |
| 14160       | Personal Computer Support Technician            | 29.75       |             |
| 14170       | System Support Specialist                       | 32.95       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 33.36       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 40.37       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 48.38       |             |
| 15050       | Computer Based Training Specialist / Instructor | 33.36       |             |
| 15060       | Educational Technologist                        | 34.32       |             |
| 15070       | Flight Instructor (Pilot)                       | 48.38       |             |
| 15080       | Graphic Artist                                  | 21.35       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 48.38       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 48.38       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 48.38       |             |
| 15090       | Technical Instructor                            | 25.41       |             |
| 15095       | Technical Instructor/Course Developer           | 31.08       |             |
| 15110       | Test Proctor                                    | 20.51       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15120       | Tutor                                                   | 20.51       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.84       | ***         |
| 16030       | Counter Attendant                                       | 11.84       | ***         |
| 16040       | Dry Cleaner                                             | 15.19       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.84       | ***         |
| 16090       | Presser, Hand                                           | 11.84       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.84       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.84       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.84       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.07       | ***         |
| 16220       | Tailor                                                  | 17.30       | ***         |
| 16250       | Washer, Machine                                         | 12.97       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.20       |             |
| 19040       | Tool And Die Maker                                      | 31.22       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 18.61       |             |
| 21030       | Material Coordinator                                    | 28.88       |             |
| 21040       | Material Expediter                                      | 28.88       |             |
| 21050       | Material Handling Laborer                               | 16.86       | ***         |
| 21071       | Order Filler                                            | 16.29       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 18.61       |             |
| 21110       | Shipping Packer                                         | 17.80       |             |
| 21130       | Shipping/Receiving Clerk                                | 17.80       |             |
| 21140       | Store Worker I                                          | 13.58       | ***         |
| 21150       | Stock Clerk                                             | 19.66       |             |
| 21210       | Tools And Parts Attendant                               | 18.61       |             |
| 21410       | Warehouse Specialist                                    | 18.61       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 28.74       |             |
| 23019       | Aircraft Logs and Records Technician                    | 22.63       |             |
| 23021       | Aircraft Mechanic I                                     | 27.32       |             |
| 23022       | Aircraft Mechanic II                                    | 28.74       |             |
| 23023       | Aircraft Mechanic III                                   | 29.71       |             |
| 23040       | Aircraft Mechanic Helper                                | 18.94       |             |
| 23050       | Aircraft, Painter                                       | 25.97       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23060       | Aircraft Servicer                                                      | 22.63       |             |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 25.97       |             |
| 23080       | Aircraft Worker                                                        | 24.36       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 24.36       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 27.32       |             |
| 23110       | Appliance Mechanic                                                     | 25.97       |             |
| 23120       | Bicycle Repairer                                                       | 20.83       |             |
| 23125       | Cable Splicer                                                          | 35.18       |             |
| 23130       | Carpenter, Maintenance                                                 | 26.71       |             |
| 23140       | Carpet Layer                                                           | 24.36       |             |
| 23160       | Electrician, Maintenance                                               | 29.41       |             |
| 23181       | Electronics Technician Maintenance I                                   | 40.37       |             |
| 23182       | Electronics Technician Maintenance II                                  | 43.40       |             |
| 23183       | Electronics Technician Maintenance III                                 | 45.66       |             |
| 23260       | Fabric Worker                                                          | 22.63       |             |
| 23290       | Fire Alarm System Mechanic                                             | 26.75       |             |
| 23310       | Fire Extinguisher Repairer                                             | 20.83       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 29.52       |             |
| 23312       | Fuel Distribution System Operator                                      | 23.78       |             |
| 23370       | General Maintenance Worker                                             | 19.42       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 27.32       |             |
| 23381       | Ground Support Equipment Servicer                                      | 22.63       |             |
| 23382       | Ground Support Equipment Worker                                        | 24.36       |             |
| 23391       | Gunsmith I                                                             | 20.65       |             |
| 23392       | Gunsmith II                                                            | 24.15       |             |
| 23393       | Gunsmith III                                                           | 27.32       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 28.87       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 30.12       |             |
| 23430       | Heavy Equipment Mechanic                                               | 27.87       |             |
| 23440       | Heavy Equipment Operator                                               | 25.29       |             |
| 23460       | Instrument Mechanic                                                    | 27.32       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 25.97       |             |
| 23470       | Laborer                                                                | 16.86       | ***         |
| 23510       | Locksmith                                                              | 25.97       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 31.99       |             |
| 23550       | Machinist, Maintenance                                                 | 27.81       |             |
| 23580       | Maintenance Trades Helper                                              | 17.04       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23591       | Metrology Technician I                            | 27.32       |             |
| 23592       | Metrology Technician II                           | 28.50       |             |
| 23593       | Metrology Technician III                          | 29.71       |             |
| 23640       | Millwright                                        | 30.59       |             |
| 23710       | Office Appliance Repairer                         | 19.25       |             |
| 23760       | Painter, Maintenance                              | 19.45       |             |
| 23790       | Pipefitter, Maintenance                           | 32.03       |             |
| 23810       | Plumber, Maintenance                              | 30.44       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 27.32       |             |
| 23850       | Rigger                                            | 35.04       |             |
| 23870       | Scale Mechanic                                    | 24.36       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 27.80       |             |
| 23910       | Small Engine Mechanic                             | 23.53       |             |
| 23931       | Telecommunications Mechanic I                     | 32.90       |             |
| 23932       | Telecommunications Mechanic II                    | 34.33       |             |
| 23950       | Telephone Lineman                                 | 31.00       |             |
| 23960       | Welder, Combination, Maintenance                  | 28.89       |             |
| 23965       | Well Driller                                      | 27.32       |             |
| 23970       | Woodcraft Worker                                  | 27.32       |             |
| 23980       | Woodworker                                        | 20.83       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.77       |             |
| 24570       | Child Care Attendant                              | 10.89       | ***         |
| 24580       | Child Care Center Clerk                           | 13.58       | ***         |
| 24610       | Chore Aide                                        | 10.87       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.77       |             |
| 24630       | Homemaker                                         | 18.77       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 27.14       |             |
| 25040       | Sewage Plant Operator                             | 23.47       |             |
| 25070       | Stationary Engineer                               | 27.14       |             |
| 25190       | Ventilation Equipment Tender                      | 18.70       |             |
| 25210       | Water Treatment Plant Operator                    | 23.47       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 22.86       |             |
| 27007       | Baggage Inspector                                 | 13.34       | ***         |
| 27008       | Corrections Officer                               | 25.55       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27010       | Court Security Officer                         | 29.08       |             |
| 27030       | Detection Dog Handler                          | 14.92       | ***         |
| 27040       | Detention Officer                              | 25.55       |             |
| 27070       | Firefighter                                    | 32.87       |             |
| 27101       | Guard I                                        | 13.34       | ***         |
| 27102       | Guard II                                       | 14.92       | ***         |
| 27131       | Police Officer I                               | 33.22       |             |
| 27132       | Police Officer II                              | 36.91       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 15.16       | ***         |
| 28042       | Carnival Equipment Repairer                    | 16.68       | ***         |
| 28043       | Carnival Worker                                | 10.79       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.29       | ***         |
| 28310       | Lifeguard                                      | 15.39       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.34       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.11       | ***         |
| 28515       | Recreation Specialist                          | 23.97       |             |
| 28630       | Sports Official                                | 15.39       | ***         |
| 28690       | Swimming Pool Operator                         | 19.50       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 31.79       |             |
| 29020       | Hatch Tender                                   | 31.79       |             |
| 29030       | Line Handler                                   | 31.79       |             |
| 29041       | Stevedore I                                    | 29.52       |             |
| 29042       | Stevedore II                                   | 34.17       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       | see 2       |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       | see 2       |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       | see 2       |
| 30021       | Archeological Technician I                     | 20.65       |             |
| 30022       | Archeological Technician II                    | 23.11       |             |
| 30023       | Archeological Technician III                   | 28.62       |             |
| 30030       | Cartographic Technician                        | 28.62       |             |
| 30040       | Civil Engineering Technician                   | 28.47       |             |
| 30051       | Cryogenic Technician I                         | 31.70       |             |
| 30052       | Cryogenic Technician II                        | 35.01       |             |
| 30061       | Drafter/CAD Operator I                         | 20.65       |             |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30062       | Drafter/CAD Operator II                                  | 23.11            |
| 30063       | Drafter/CAD Operator III                                 | 25.76            |
| 30064       | Drafter/CAD Operator IV                                  | 31.70            |
| 30081       | Engineering Technician I                                 | 16.51 ***        |
| 30082       | Engineering Technician II                                | 18.53            |
| 30083       | Engineering Technician III                               | 20.73            |
| 30084       | Engineering Technician IV                                | 25.69            |
| 30085       | Engineering Technician V                                 | 31.42            |
| 30086       | Engineering Technician VI                                | 38.01            |
| 30090       | Environmental Technician                                 | 28.62            |
| 30095       | Evidence Control Specialist                              | 27.62            |
| 30210       | Laboratory Technician                                    | 39.36            |
| 30221       | Latent Fingerprint Technician I                          | 31.70            |
| 30222       | Latent Fingerprint Technician II                         | 35.01            |
| 30240       | Mathematical Technician                                  | 28.62            |
| 30361       | Paralegal/Legal Assistant I                              | 20.40            |
| 30362       | Paralegal/Legal Assistant II                             | 25.27            |
| 30363       | Paralegal/Legal Assistant III                            | 30.91            |
| 30364       | Paralegal/Legal Assistant IV                             | 37.40            |
| 30375       | Petroleum Supply Specialist                              | 35.01            |
| 30390       | Photo-Optics Technician                                  | 28.62            |
| 30395       | Radiation Control Technician                             | 35.01            |
| 30461       | Technical Writer I                                       | 28.62            |
| 30462       | Technical Writer II                                      | 35.01            |
| 30463       | Technical Writer III                                     | 42.36            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 28.73            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 34.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 41.67            |
| 30494       | Unexploded (UXO) Safety Escort                           | 28.73            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 28.73            |
| 30501       | Weather Forecaster I                                     | 31.70            |
| 30502       | Weather Forecaster II                                    | 38.56            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.76 see 2      |
| 30621       | Weather Observer, Senior                                 | 28.62 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 34.76            |
| 31020       | Bus Aide                                                 | 13.55 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 20.11       |             |
| 31043       | Driver Courier                  | 16.42       | ***         |
| 31260       | Parking and Lot Attendant       | 11.98       | ***         |
| 31290       | Shuttle Bus Driver              | 15.17       | ***         |
| 31310       | Taxi Driver                     | 12.47       | ***         |
| 31361       | Truckdriver, Light              | 18.06       |             |
| 31362       | Truckdriver, Medium             | 19.62       |             |
| 31363       | Truckdriver, Heavy              | 23.57       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 23.57       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 16.95       | ***         |
| 99030       | Cashier                         | 12.95       | ***         |
| 99050       | Desk Clerk                      | 12.39       | ***         |
| 99095       | Embalmer                        | 28.73       |             |
| 99130       | Flight Follower                 | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I   | 21.72       |             |
| 99252       | Laboratory Animal Caretaker II  | 23.89       |             |
| 99260       | Marketing Analyst               | 30.07       |             |
| 99310       | Mortician                       | 28.73       |             |
| 99410       | Pest Controller                 | 18.28       |             |
| 99510       | Photofinishing Worker           | 15.10       | ***         |
| 99710       | Recycling Laborer               | 23.61       |             |
| 99711       | Recycling Specialist            | 29.32       |             |
| 99730       | Refuse Collector                | 20.87       |             |
| 99810       | Sales Clerk                     | 13.74       | ***         |
| 99820       | School Crossing Guard           | 13.34       | ***         |
| 99830       | Survey Party Chief              | 30.57       |             |
| 99831       | Surveying Aide                  | 17.39       | ***         |
| 99832       | Surveying Technician            | 22.81       |             |
| 99840       | Vending Machine Attendant       | 21.72       |             |
| 99841       | Vending Machine Repairer        | 27.94       |             |
| 99842       | Vending Machine Repairer Helper | 21.72       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5853**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 17

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Oregon

Area: Oregon County of Wheeler

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.45       | ***         |
| 01012       | Accounting Clerk II                             | 19.58       |             |
| 01013       | Accounting Clerk III                            | 21.90       |             |
| 01020       | Administrative Assistant                        | 29.83       |             |
| 01035       | Court Reporter                                  | 20.45       |             |
| 01041       | Customer Service Representative I               | 15.29       | ***         |
| 01042       | Customer Service Representative II              | 16.68       | ***         |
| 01043       | Customer Service Representative III             | 18.72       |             |
| 01051       | Data Entry Operator I                           | 14.72       | ***         |
| 01052       | Data Entry Operator II                          | 16.06       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 20.65       |             |
| 01070       | Document Preparation Clerk                      | 15.97       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.97       | ***         |
| 01111       | General Clerk I                                 | 16.49       | ***         |



| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01112       | General Clerk II                     | 18.00       |             |
| 01113       | General Clerk III                    | 20.20       |             |
| 01120       | Housing Referral Assistant           | 22.57       |             |
| 01141       | Messenger Courier                    | 13.15       | ***         |
| 01191       | Order Clerk I                        | 17.89       |             |
| 01192       | Order Clerk II                       | 19.51       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.74       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.81       |             |
| 01263       | Personnel Assistant (Employment) III | 23.39       |             |
| 01270       | Production Control Clerk             | 26.54       |             |
| 01290       | Rental Clerk                         | 18.26       |             |
| 01300       | Scheduler, Maintenance               | 18.10       |             |
| 01311       | Secretary I                          | 18.10       |             |
| 01312       | Secretary II                         | 20.24       |             |
| 01313       | Secretary III                        | 22.57       |             |
| 01320       | Service Order Dispatcher             | 18.84       |             |
| 01410       | Supply Technician                    | 29.83       |             |
| 01420       | Survey Worker                        | 18.83       |             |
| 01460       | Switchboard Operator/Receptionist    | 17.39       | ***         |
| 01531       | Travel Clerk I                       | 16.42       | ***         |
| 01532       | Travel Clerk II                      | 17.23       | ***         |
| 01533       | Travel Clerk III                     | 19.89       |             |
| 01611       | Word Processor I                     | 16.52       | ***         |
| 01612       | Word Processor II                    | 18.54       |             |
| 01613       | Word Processor III                   | 20.75       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.51       |             |
| 05010       | Automotive Electrician               | 21.07       |             |
| 05040       | Automotive Glass Installer           | 19.82       |             |
| 05070       | Automotive Worker                    | 19.82       |             |
| 05110       | Mobile Equipment Servicer            | 17.30       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 22.32       |             |
| 05160       | Motor Equipment Metal Worker         | 19.82       |             |
| 05190       | Motor Vehicle Mechanic               | 22.32       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 16.05       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 18.56       |             |
| 05280       | Motor Vehicle Wrecker                | 19.82       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05310       | Painter, Automotive                          | 21.07       |             |
| 05340       | Radiator Repair Specialist                   | 19.82       |             |
| 05370       | Tire Repairer                                | 17.33       | ***         |
| 05400       | Transmission Repair Specialist               | 22.32       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 17.23       | ***         |
| 07041       | Cook I                                       | 17.75       |             |
| 07042       | Cook II                                      | 20.34       |             |
| 07070       | Dishwasher                                   | 14.92       | ***         |
| 07130       | Food Service Worker                          | 15.95       | ***         |
| 07210       | Meat Cutter                                  | 19.66       |             |
| 07260       | Waiter/Waitress                              | 14.00       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.59       |             |
| 09040       | Furniture Handler                            | 14.80       | ***         |
| 09080       | Furniture Refinisher                         | 22.59       |             |
| 09090       | Furniture Refinisher Helper                  | 17.79       |             |
| 09110       | Furniture Repairer, Minor                    | 20.17       |             |
| 09130       | Upholsterer                                  | 22.59       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.19       | ***         |
| 11060       | Elevator Operator                            | 17.13       | ***         |
| 11090       | Gardener                                     | 22.06       |             |
| 11122       | Housekeeping Aide                            | 17.13       | ***         |
| 11150       | Janitor                                      | 17.13       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.47       | ***         |
| 11240       | Maid or Houseman                             | 15.91       | ***         |
| 11260       | Pruner                                       | 16.18       | ***         |
| 11270       | Tractor Operator                             | 20.47       |             |
| 11330       | Trail Maintenance Worker                     | 17.47       | ***         |
| 11360       | Window Cleaner                               | 18.50       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 18.51       |             |
| 12011       | Breath Alcohol Technician                    | 28.75       |             |
| 12012       | Certified Occupational Therapist Assistant   | 39.45       |             |
| 12015       | Certified Physical Therapist Assistant       | 39.45       |             |
| 12020       | Dental Assistant                             | 24.31       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12025       | Dental Hygienist                     | 45.96       |             |
| 12030       | EKG Technician                       | 43.57       |             |
| 12035       | Electroneurodiagnostic Technologist  | 43.57       |             |
| 12040       | Emergency Medical Technician         | 18.51       |             |
| 12071       | Licensed Practical Nurse I           | 25.70       |             |
| 12072       | Licensed Practical Nurse II          | 28.75       |             |
| 12073       | Licensed Practical Nurse III         | 32.06       |             |
| 12100       | Medical Assistant                    | 22.12       |             |
| 12130       | Medical Laboratory Technician        | 33.88       |             |
| 12160       | Medical Record Clerk                 | 24.95       |             |
| 12190       | Medical Record Technician            | 27.90       |             |
| 12195       | Medical Transcriptionist             | 24.63       |             |
| 12210       | Nuclear Medicine Technologist        | 63.18       |             |
| 12221       | Nursing Assistant I                  | 15.26       | ***         |
| 12222       | Nursing Assistant II                 | 17.17       | ***         |
| 12223       | Nursing Assistant III                | 18.74       |             |
| 12224       | Nursing Assistant IV                 | 21.03       |             |
| 12235       | Optical Dispenser                    | 19.66       |             |
| 12236       | Optical Technician                   | 25.70       |             |
| 12250       | Pharmacy Technician                  | 22.78       |             |
| 12280       | Phlebotomist                         | 20.22       |             |
| 12305       | Radiologic Technologist              | 41.87       |             |
| 12311       | Registered Nurse I                   | 29.51       |             |
| 12312       | Registered Nurse II                  | 36.10       |             |
| 12313       | Registered Nurse II, Specialist      | 36.10       |             |
| 12314       | Registered Nurse III                 | 43.68       |             |
| 12315       | Registered Nurse III, Anesthetist    | 43.68       |             |
| 12316       | Registered Nurse IV                  | 52.36       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 35.62       |             |
| 12320       | Substance Abuse Treatment Counselor  | 27.37       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 21.10       |             |
| 13012       | Exhibits Specialist II               | 26.16       |             |
| 13013       | Exhibits Specialist III              | 31.98       |             |
| 13041       | Illustrator I                        | 21.10       |             |
| 13042       | Illustrator II                       | 26.16       |             |
| 13043       | Illustrator III                      | 31.98       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13047       | Librarian                                            | 28.96       |             |
| 13050       | Library Aide/Clerk                                   | 15.60       | ***         |
| 13054       | Library Information Technology Systems Administrator | 26.16       |             |
| 13058       | Library Technician                                   | 19.58       |             |
| 13061       | Media Specialist I                                   | 18.87       |             |
| 13062       | Media Specialist II                                  | 21.10       |             |
| 13063       | Media Specialist III                                 | 23.53       |             |
| 13071       | Photographer I                                       | 18.05       |             |
| 13072       | Photographer II                                      | 20.20       |             |
| 13073       | Photographer III                                     | 25.01       |             |
| 13074       | Photographer IV                                      | 30.59       |             |
| 13075       | Photographer V                                       | 37.02       |             |
| 13090       | Technical Order Library Clerk                        | 18.83       |             |
| 13110       | Video Teleconference Technician                      | 18.87       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 22.04       |             |
| 14042       | Computer Operator II                                 | 24.65       |             |
| 14043       | Computer Operator III                                | 27.49       |             |
| 14044       | Computer Operator IV                                 | 30.54       |             |
| 14045       | Computer Operator V                                  | 33.82       |             |
| 14071       | Computer Programmer I                                | 22.85       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 22.04       |             |
| 14160       | Personal Computer Support Technician                 | 30.54       |             |
| 14170       | System Support Specialist                            | 33.82       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 31.92       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 38.61       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 46.28       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 31.92       |             |
| 15060       | Educational Technologist                             | 37.11       |             |
| 15070       | Flight Instructor (Pilot)                            | 46.28       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15080       | Graphic Artist                                          | 26.48       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.28       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.28       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.28       |             |
| 15090       | Technical Instructor                                    | 28.36       |             |
| 15095       | Technical Instructor/Course Developer                   | 32.54       |             |
| 15110       | Test Proctor                                            | 21.49       |             |
| 15120       | Tutor                                                   | 21.49       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 18.60       |             |
| 16030       | Counter Attendant                                       | 18.60       |             |
| 16040       | Dry Cleaner                                             | 21.25       |             |
| 16070       | Finisher, Flatwork, Machine                             | 18.60       |             |
| 16090       | Presser, Hand                                           | 18.60       |             |
| 16110       | Presser, Machine, Drycleaning                           | 18.60       |             |
| 16130       | Presser, Machine, Shirts                                | 18.60       |             |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 18.60       |             |
| 16190       | Sewing Machine Operator                                 | 22.15       |             |
| 16220       | Tailor                                                  | 23.03       |             |
| 16250       | Washer, Machine                                         | 19.48       |             |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 30.66       |             |
| 19040       | Tool And Die Maker                                      | 37.75       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 21.31       |             |
| 21030       | Material Coordinator                                    | 26.54       |             |
| 21040       | Material Expediter                                      | 26.54       |             |
| 21050       | Material Handling Laborer                               | 17.48       | ***         |
| 21071       | Order Filler                                            | 17.63       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 21.31       |             |
| 21110       | Shipping Packer                                         | 20.28       |             |
| 21130       | Shipping/Receiving Clerk                                | 20.28       |             |
| 21140       | Store Worker I                                          | 16.66       | ***         |
| 21150       | Stock Clerk                                             | 20.66       |             |
| 21210       | Tools And Parts Attendant                               | 21.31       |             |
| 21410       | Warehouse Specialist                                    | 21.31       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23010       | Aerospace Structural Welder                                            | 38.21            |
| 23019       | Aircraft Logs and Records Technician                                   | 30.18            |
| 23021       | Aircraft Mechanic I                                                    | 36.30            |
| 23022       | Aircraft Mechanic II                                                   | 38.21            |
| 23023       | Aircraft Mechanic III                                                  | 40.26            |
| 23040       | Aircraft Mechanic Helper                                               | 26.11            |
| 23050       | Aircraft, Painter                                                      | 34.26            |
| 23060       | Aircraft Servicer                                                      | 30.18            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 34.26            |
| 23080       | Aircraft Worker                                                        | 32.24            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 32.24            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 36.30            |
| 23110       | Appliance Mechanic                                                     | 30.66            |
| 23120       | Bicycle Repairer                                                       | 25.15            |
| 23125       | Cable Splicer                                                          | 57.57            |
| 23130       | Carpenter, Maintenance                                                 | 25.71            |
| 23140       | Carpet Layer                                                           | 28.85            |
| 23160       | Electrician, Maintenance                                               | 39.97            |
| 23181       | Electronics Technician Maintenance I                                   | 37.15            |
| 23182       | Electronics Technician Maintenance II                                  | 39.48            |
| 23183       | Electronics Technician Maintenance III                                 | 41.83            |
| 23260       | Fabric Worker                                                          | 27.01            |
| 23290       | Fire Alarm System Mechanic                                             | 32.49            |
| 23310       | Fire Extinguisher Repairer                                             | 25.15            |
| 23311       | Fuel Distribution System Mechanic                                      | 32.29            |
| 23312       | Fuel Distribution System Operator                                      | 25.02            |
| 23370       | General Maintenance Worker                                             | 22.40            |
| 23380       | Ground Support Equipment Mechanic                                      | 36.30            |
| 23381       | Ground Support Equipment Servicer                                      | 30.18            |
| 23382       | Ground Support Equipment Worker                                        | 32.24            |
| 23391       | Gunsmith I                                                             | 25.15            |
| 23392       | Gunsmith II                                                            | 28.85            |
| 23393       | Gunsmith III                                                           | 32.49            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 29.61            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 31.17            |
| 23430       | Heavy Equipment Mechanic                                               | 30.42            |
| 23440       | Heavy Equipment Operator                                               | 29.46            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23460       | Instrument Mechanic                               | 32.49       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 30.66       |             |
| 23470       | Laborer                                           | 17.48       | ***         |
| 23510       | Locksmith                                         | 30.66       |             |
| 23530       | Machinery Maintenance Mechanic                    | 28.87       |             |
| 23550       | Machinist, Maintenance                            | 29.20       |             |
| 23580       | Maintenance Trades Helper                         | 17.34       | ***         |
| 23591       | Metrology Technician I                            | 32.49       |             |
| 23592       | Metrology Technician II                           | 34.20       |             |
| 23593       | Metrology Technician III                          | 36.04       |             |
| 23640       | Millwright                                        | 32.49       |             |
| 23710       | Office Appliance Repairer                         | 30.66       |             |
| 23760       | Painter, Maintenance                              | 23.11       |             |
| 23790       | Pipefitter, Maintenance                           | 35.80       |             |
| 23810       | Plumber, Maintenance                              | 33.79       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 32.49       |             |
| 23850       | Rigger                                            | 32.49       |             |
| 23870       | Scale Mechanic                                    | 28.85       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 32.29       |             |
| 23910       | Small Engine Mechanic                             | 28.85       |             |
| 23931       | Telecommunications Mechanic I                     | 29.43       |             |
| 23932       | Telecommunications Mechanic II                    | 30.98       |             |
| 23950       | Telephone Lineman                                 | 29.16       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.44       |             |
| 23965       | Well Driller                                      | 32.49       |             |
| 23970       | Woodcraft Worker                                  | 32.49       |             |
| 23980       | Woodworker                                        | 25.15       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 21.63       |             |
| 24570       | Child Care Attendant                              | 15.76       | ***         |
| 24580       | Child Care Center Clerk                           | 19.66       |             |
| 24610       | Chore Aide                                        | 16.81       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 21.63       |             |
| 24630       | Homemaker                                         | 21.63       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 28.48       |             |
| 25040       | Sewage Plant Operator                             | 26.24       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25070       | Stationary Engineer                            | 28.48       |             |
| 25190       | Ventilation Equipment Tender                   | 20.58       |             |
| 25210       | Water Treatment Plant Operator                 | 26.24       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 26.64       |             |
| 27007       | Baggage Inspector                              | 18.25       |             |
| 27008       | Corrections Officer                            | 30.34       |             |
| 27010       | Court Security Officer                         | 31.92       |             |
| 27030       | Detection Dog Handler                          | 22.01       |             |
| 27040       | Detention Officer                              | 30.34       |             |
| 27070       | Firefighter                                    | 31.35       |             |
| 27101       | Guard I                                        | 18.25       |             |
| 27102       | Guard II                                       | 22.01       |             |
| 27131       | Police Officer I                               | 30.75       |             |
| 27132       | Police Officer II                              | 34.17       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 17.78       |             |
| 28042       | Carnival Equipment Repairer                    | 19.16       |             |
| 28043       | Carnival Worker                                | 14.05       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 21.23       |             |
| 28310       | Lifeguard                                      | 15.84       | ***         |
| 28350       | Park Attendant (Aide)                          | 23.75       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 17.34       | ***         |
| 28515       | Recreation Specialist                          | 29.43       |             |
| 28630       | Sports Official                                | 18.92       |             |
| 28690       | Swimming Pool Operator                         | 23.36       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 28.85       |             |
| 29020       | Hatch Tender                                   | 28.85       |             |
| 29030       | Line Handler                                   | 28.85       |             |
| 29041       | Stevedore I                                    | 27.01       |             |
| 29042       | Stevedore II                                   | 30.66       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       |             |
| 30021       | Archeological Technician I                     | 17.88       |             |



| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30022       | Archeological Technician II              | 19.99            |
| 30023       | Archeological Technician III             | 24.77            |
| 30030       | Cartographic Technician                  | 25.48            |
| 30040       | Civil Engineering Technician             | 33.09            |
| 30051       | Cryogenic Technician I                   | 27.23            |
| 30052       | Cryogenic Technician II                  | 30.08            |
| 30061       | Drafter/CAD Operator I                   | 17.88            |
| 30062       | Drafter/CAD Operator II                  | 19.99            |
| 30063       | Drafter/CAD Operator III                 | 22.28            |
| 30064       | Drafter/CAD Operator IV                  | 27.43            |
| 30081       | Engineering Technician I                 | 16.35 ***        |
| 30082       | Engineering Technician II                | 18.35            |
| 30083       | Engineering Technician III               | 20.53            |
| 30084       | Engineering Technician IV                | 25.43            |
| 30085       | Engineering Technician V                 | 31.11            |
| 30086       | Engineering Technician VI                | 38.46            |
| 30090       | Environmental Technician                 | 24.77            |
| 30095       | Evidence Control Specialist              | 24.59            |
| 30210       | Laboratory Technician                    | 23.90            |
| 30221       | Latent Fingerprint Technician I          | 27.23            |
| 30222       | Latent Fingerprint Technician II         | 30.08            |
| 30240       | Mathematical Technician                  | 24.77            |
| 30361       | Paralegal/Legal Assistant I              | 19.85            |
| 30362       | Paralegal/Legal Assistant II             | 24.59            |
| 30363       | Paralegal/Legal Assistant III            | 30.08            |
| 30364       | Paralegal/Legal Assistant IV             | 36.40            |
| 30375       | Petroleum Supply Specialist              | 30.08            |
| 30390       | Photo-Optics Technician                  | 24.77            |
| 30395       | Radiation Control Technician             | 30.08            |
| 30461       | Technical Writer I                       | 24.77            |
| 30462       | Technical Writer II                      | 30.30            |
| 30463       | Technical Writer III                     | 36.66            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 28.73            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 34.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 41.67            |
| 30494       | Unexploded (UXO) Safety Escort           | 28.73            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 28.73            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30501       | Weather Forecaster I                                     | 27.23            |
| 30502       | Weather Forecaster II                                    | 33.12            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 22.28 see 2      |
| 30621       | Weather Observer, Senior                                 | 24.77 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 34.76            |
| 31020       | Bus Aide                                                 | 15.97 ***        |
| 31030       | Bus Driver                                               | 21.87            |
| 31043       | Driver Courier                                           | 18.95            |
| 31260       | Parking and Lot Attendant                                | 14.53 ***        |
| 31290       | Shuttle Bus Driver                                       | 17.83            |
| 31310       | Taxi Driver                                              | 17.40 ***        |
| 31361       | Truckdriver, Light                                       | 20.43            |
| 31362       | Truckdriver, Medium                                      | 21.95            |
| 31363       | Truckdriver, Heavy                                       | 25.64            |
| 31364       | Truckdriver, Tractor-Trailer                             | 25.64            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 16.95 ***        |
| 99030       | Cashier                                                  | 14.79 ***        |
| 99050       | Desk Clerk                                               | 15.94 ***        |
| 99095       | Embalmer                                                 | 28.73            |
| 99130       | Flight Follower                                          | 28.73            |
| 99251       | Laboratory Animal Caretaker I                            | 17.30 ***        |
| 99252       | Laboratory Animal Caretaker II                           | 18.65            |
| 99260       | Marketing Analyst                                        | 29.75            |
| 99310       | Mortician                                                | 28.73            |
| 99410       | Pest Controller                                          | 25.98            |
| 99510       | Photofinishing Worker                                    | 15.10 ***        |
| 99710       | Recycling Laborer                                        | 29.61            |
| 99711       | Recycling Specialist                                     | 34.70            |
| 99730       | Refuse Collector                                         | 27.42            |
| 99810       | Sales Clerk                                              | 17.00 ***        |
| 99820       | School Crossing Guard                                    | 17.76            |
| 99830       | Survey Party Chief                                       | 28.22            |
| 99831       | Surveying Aide                                           | 17.72 ***        |
| 99832       | Surveying Technician                                     | 24.26            |
| 99840       | Vending Machine Attendant                                | 22.48            |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99841       | Vending Machine Repairer        | 27.76       |             |
| 99842       | Vending Machine Repairer Helper | 22.48       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5855**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 17

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: New Mexico

Area: New Mexico County of Socorro

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 15.97 *** |
| 01012 | Accounting Clerk II                             | 17.93     |
| 01013 | Accounting Clerk III                            | 20.05     |
| 01020 | Administrative Assistant                        | 30.72     |
| 01035 | Court Reporter                                  | 20.47     |
| 01041 | Customer Service Representative I               | 15.16 *** |
| 01042 | Customer Service Representative II              | 16.53 *** |



| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01043       | Customer Service Representative III  | 18.57       |             |
| 01051       | Data Entry Operator I                | 14.39       | ***         |
| 01052       | Data Entry Operator II               | 15.70       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 21.09       |             |
| 01070       | Document Preparation Clerk           | 15.95       | ***         |
| 01090       | Duplicating Machine Operator         | 15.95       | ***         |
| 01111       | General Clerk I                      | 14.96       | ***         |
| 01112       | General Clerk II                     | 16.32       | ***         |
| 01113       | General Clerk III                    | 18.31       |             |
| 01120       | Housing Referral Assistant           | 22.33       |             |
| 01141       | Messenger Courier                    | 12.25       | ***         |
| 01191       | Order Clerk I                        | 14.62       | ***         |
| 01192       | Order Clerk II                       | 15.95       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 18.11       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.26       |             |
| 01263       | Personnel Assistant (Employment) III | 22.59       |             |
| 01270       | Production Control Clerk             | 26.40       |             |
| 01290       | Rental Clerk                         | 16.04       | ***         |
| 01300       | Scheduler, Maintenance               | 17.91       |             |
| 01311       | Secretary I                          | 17.91       |             |
| 01312       | Secretary II                         | 20.03       |             |
| 01313       | Secretary III                        | 22.33       |             |
| 01320       | Service Order Dispatcher             | 18.85       |             |
| 01410       | Supply Technician                    | 30.72       |             |
| 01420       | Survey Worker                        | 20.03       |             |
| 01460       | Switchboard Operator/Receptionist    | 14.19       | ***         |
| 01531       | Travel Clerk I                       | 14.88       | ***         |
| 01532       | Travel Clerk II                      | 15.86       | ***         |
| 01533       | Travel Clerk III                     | 17.26       | ***         |
| 01611       | Word Processor I                     | 15.95       | ***         |
| 01612       | Word Processor II                    | 17.91       |             |
| 01613       | Word Processor III                   | 20.03       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.06       |             |
| 05010       | Automotive Electrician               | 19.34       |             |
| 05040       | Automotive Glass Installer           | 17.40       | ***         |
| 05070       | Automotive Worker                    | 17.40       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05110       | Mobile Equipment Servicer                    | 14.85       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 19.79       |             |
| 05160       | Motor Equipment Metal Worker                 | 17.40       | ***         |
| 05190       | Motor Vehicle Mechanic                       | 19.93       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 13.62       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 16.38       | ***         |
| 05280       | Motor Vehicle Wrecker                        | 17.40       | ***         |
| 05310       | Painter, Automotive                          | 18.91       |             |
| 05340       | Radiator Repair Specialist                   | 17.40       | ***         |
| 05370       | Tire Repairer                                | 14.39       | ***         |
| 05400       | Transmission Repair Specialist               | 19.79       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.03       | ***         |
| 07041       | Cook I                                       | 14.79       | ***         |
| 07042       | Cook II                                      | 17.58       | ***         |
| 07070       | Dishwasher                                   | 13.05       | ***         |
| 07130       | Food Service Worker                          | 13.08       | ***         |
| 07210       | Meat Cutter                                  | 17.68       | ***         |
| 07260       | Waiter/Waitress                              | 12.63       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.84       |             |
| 09040       | Furniture Handler                            | 12.91       | ***         |
| 09080       | Furniture Refinisher                         | 21.84       |             |
| 09090       | Furniture Refinisher Helper                  | 15.60       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.10       |             |
| 09130       | Upholsterer                                  | 21.84       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.43       | ***         |
| 11060       | Elevator Operator                            | 14.51       | ***         |
| 11090       | Gardener                                     | 21.41       |             |
| 11122       | Housekeeping Aide                            | 15.05       | ***         |
| 11150       | Janitor                                      | 15.05       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 15.37       | ***         |
| 11240       | Maid or Houseman                             | 12.68       | ***         |
| 11260       | Pruner                                       | 14.32       | ***         |
| 11270       | Tractor Operator                             | 19.39       |             |
| 11330       | Trail Maintenance Worker                     | 15.37       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11360       | Window Cleaner                             | 15.95       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 17.73       | ***         |
| 12011       | Breath Alcohol Technician                  | 26.53       |             |
| 12012       | Certified Occupational Therapist Assistant | 31.33       |             |
| 12015       | Certified Physical Therapist Assistant     | 29.60       |             |
| 12020       | Dental Assistant                           | 18.23       |             |
| 12025       | Dental Hygienist                           | 45.24       |             |
| 12030       | EKG Technician                             | 40.22       |             |
| 12035       | Electroneurodiagnostic Technologist        | 40.22       |             |
| 12040       | Emergency Medical Technician               | 17.73       | ***         |
| 12071       | Licensed Practical Nurse I                 | 23.72       |             |
| 12072       | Licensed Practical Nurse II                | 26.53       |             |
| 12073       | Licensed Practical Nurse III               | 29.59       |             |
| 12100       | Medical Assistant                          | 17.08       | ***         |
| 12130       | Medical Laboratory Technician              | 23.25       |             |
| 12160       | Medical Record Clerk                       | 17.35       | ***         |
| 12190       | Medical Record Technician                  | 19.41       |             |
| 12195       | Medical Transcriptionist                   | 23.22       |             |
| 12210       | Nuclear Medicine Technologist              | 58.31       |             |
| 12221       | Nursing Assistant I                        | 13.46       | ***         |
| 12222       | Nursing Assistant II                       | 15.15       | ***         |
| 12223       | Nursing Assistant III                      | 16.52       | ***         |
| 12224       | Nursing Assistant IV                       | 18.56       |             |
| 12235       | Optical Dispenser                          | 19.02       |             |
| 12236       | Optical Technician                         | 23.72       |             |
| 12250       | Pharmacy Technician                        | 18.69       |             |
| 12280       | Phlebotomist                               | 17.54       | ***         |
| 12305       | Radiologic Technologist                    | 30.78       |             |
| 12311       | Registered Nurse I                         | 27.35       |             |
| 12312       | Registered Nurse II                        | 33.45       |             |
| 12313       | Registered Nurse II, Specialist            | 33.45       |             |
| 12314       | Registered Nurse III                       | 40.47       |             |
| 12315       | Registered Nurse III, Anesthetist          | 40.47       |             |
| 12316       | Registered Nurse IV                        | 48.51       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 32.88       |             |
| 12320       | Substance Abuse Treatment Counselor        | 32.79       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 17.43       | ***         |
| 13012       | Exhibits Specialist II                               | 21.59       |             |
| 13013       | Exhibits Specialist III                              | 26.41       |             |
| 13041       | Illustrator I                                        | 17.43       | ***         |
| 13042       | Illustrator II                                       | 21.59       |             |
| 13043       | Illustrator III                                      | 26.41       |             |
| 13047       | Librarian                                            | 23.91       |             |
| 13050       | Library Aide/Clerk                                   | 13.33       | ***         |
| 13054       | Library Information Technology Systems Administrator | 21.59       |             |
| 13058       | Library Technician                                   | 15.51       | ***         |
| 13061       | Media Specialist I                                   | 15.58       | ***         |
| 13062       | Media Specialist II                                  | 17.43       | ***         |
| 13063       | Media Specialist III                                 | 19.43       |             |
| 13071       | Photographer I                                       | 15.88       | ***         |
| 13072       | Photographer II                                      | 17.63       | ***         |
| 13073       | Photographer III                                     | 21.70       |             |
| 13074       | Photographer IV                                      | 26.41       |             |
| 13075       | Photographer V                                       | 31.95       |             |
| 13090       | Technical Order Library Clerk                        | 17.43       | ***         |
| 13110       | Video Teleconference Technician                      | 21.77       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.60       |             |
| 14042       | Computer Operator II                                 | 20.80       |             |
| 14043       | Computer Operator III                                | 23.18       |             |
| 14044       | Computer Operator IV                                 | 25.76       |             |
| 14045       | Computer Operator V                                  | 28.87       |             |
| 14071       | Computer Programmer I                                | 22.41       | see 1       |
| 14072       | Computer Programmer II                               | 26.14       | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.60       |             |
| 14160       | Personal Computer Support Technician                 | 25.76       |             |
| 14170       | System Support Specialist                            | 28.87       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 32.63       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 39.48       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 47.32       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.63       |             |
| 15060       | Educational Technologist                                | 29.33       |             |
| 15070       | Flight Instructor (Pilot)                               | 47.32       |             |
| 15080       | Graphic Artist                                          | 25.06       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 47.32       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 47.32       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 47.32       |             |
| 15090       | Technical Instructor                                    | 29.40       |             |
| 15095       | Technical Instructor/Course Developer                   | 36.05       |             |
| 15110       | Test Proctor                                            | 23.73       |             |
| 15120       | Tutor                                                   | 23.73       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 13.71       | ***         |
| 16030       | Counter Attendant                                       | 13.71       | ***         |
| 16040       | Dry Cleaner                                             | 15.68       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 13.71       | ***         |
| 16090       | Presser, Hand                                           | 13.71       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 13.71       | ***         |
| 16130       | Presser, Machine, Shirts                                | 13.71       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 13.71       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.34       | ***         |
| 16220       | Tailor                                                  | 17.00       | ***         |
| 16250       | Washer, Machine                                         | 14.37       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.61       |             |
| 19040       | Tool And Die Maker                                      | 34.07       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 18.21       |             |
| 21030       | Material Coordinator                                    | 26.40       |             |
| 21040       | Material Expediter                                      | 26.40       |             |
| 21050       | Material Handling Laborer                               | 16.52       | ***         |
| 21071       | Order Filler                                            | 16.45       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 18.21       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21110       | Shipping Packer                                   | 17.48       | ***         |
| 21130       | Shipping/Receiving Clerk                          | 17.48       | ***         |
| 21140       | Store Worker I                                    | 13.23       | ***         |
| 21150       | Stock Clerk                                       | 16.55       | ***         |
| 21210       | Tools And Parts Attendant                         | 18.21       |             |
| 21410       | Warehouse Specialist                              | 18.21       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 37.88       |             |
| 23019       | Aircraft Logs and Records Technician              | 28.17       |             |
| 23021       | Aircraft Mechanic I                               | 35.49       |             |
| 23022       | Aircraft Mechanic II                              | 37.88       |             |
| 23023       | Aircraft Mechanic III                             | 40.08       |             |
| 23040       | Aircraft Mechanic Helper                          | 23.36       |             |
| 23050       | Aircraft, Painter                                 | 33.00       |             |
| 23060       | Aircraft Servicer                                 | 28.17       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 33.00       |             |
| 23080       | Aircraft Worker                                   | 30.60       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 30.60       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 35.49       |             |
| 23110       | Appliance Mechanic                                | 26.32       |             |
| 23120       | Bicycle Repairer                                  | 20.76       |             |
| 23125       | Cable Splicer                                     | 34.67       |             |
| 23130       | Carpenter, Maintenance                            | 21.01       |             |
| 23140       | Carpet Layer                                      | 24.41       |             |
| 23160       | Electrician, Maintenance                          | 28.90       |             |
| 23181       | Electronics Technician Maintenance I              | 33.03       |             |
| 23182       | Electronics Technician Maintenance II             | 35.61       |             |
| 23183       | Electronics Technician Maintenance III            | 38.31       |             |
| 23260       | Fabric Worker                                     | 22.71       |             |
| 23290       | Fire Alarm System Mechanic                        | 28.63       |             |
| 23310       | Fire Extinguisher Repairer                        | 20.76       |             |
| 23311       | Fuel Distribution System Mechanic                 | 37.38       |             |
| 23312       | Fuel Distribution System Operator                 | 27.43       |             |
| 23370       | General Maintenance Worker                        | 18.13       |             |
| 23380       | Ground Support Equipment Mechanic                 | 35.49       |             |
| 23381       | Ground Support Equipment Servicer                 | 28.17       |             |
| 23382       | Ground Support Equipment Worker                   | 30.60       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23391       | Gunsmith I                                                             | 20.76       |             |
| 23392       | Gunsmith II                                                            | 24.68       |             |
| 23393       | Gunsmith III                                                           | 28.63       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.16       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 23.66       |             |
| 23430       | Heavy Equipment Mechanic                                               | 28.12       |             |
| 23440       | Heavy Equipment Operator                                               | 23.98       |             |
| 23460       | Instrument Mechanic                                                    | 28.63       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.61       |             |
| 23470       | Laborer                                                                | 16.52       | ***         |
| 23510       | Locksmith                                                              | 26.61       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 30.09       |             |
| 23550       | Machinist, Maintenance                                                 | 24.93       |             |
| 23580       | Maintenance Trades Helper                                              | 16.56       | ***         |
| 23591       | Metrology Technician I                                                 | 28.63       |             |
| 23592       | Metrology Technician II                                                | 30.57       |             |
| 23593       | Metrology Technician III                                               | 32.35       |             |
| 23640       | Millwright                                                             | 28.63       |             |
| 23710       | Office Appliance Repairer                                              | 26.38       |             |
| 23760       | Painter, Maintenance                                                   | 20.48       |             |
| 23790       | Pipefitter, Maintenance                                                | 26.65       |             |
| 23810       | Plumber, Maintenance                                                   | 24.93       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 28.63       |             |
| 23850       | Rigger                                                                 | 28.63       |             |
| 23870       | Scale Mechanic                                                         | 24.68       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 27.10       |             |
| 23910       | Small Engine Mechanic                                                  | 20.83       |             |
| 23931       | Telecommunications Mechanic I                                          | 30.14       |             |
| 23932       | Telecommunications Mechanic II                                         | 32.18       |             |
| 23950       | Telephone Lineman                                                      | 29.84       |             |
| 23960       | Welder, Combination, Maintenance                                       | 28.55       |             |
| 23965       | Well Driller                                                           | 27.01       |             |
| 23970       | Woodcraft Worker                                                       | 28.63       |             |
| 23980       | Woodworker                                                             | 20.76       |             |
| 24000       | Personal Needs Occupations                                             |             |             |
| 24550       | Case Manager                                                           | 18.37       |             |
| 24570       | Child Care Attendant                                                   | 13.06       | ***         |

| <b>Code</b>                                          | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|------------------------------------------------------|---------------------------------------------------|-------------|-------------|
| 24580                                                | Child Care Center Clerk                           | 16.28       | ***         |
| 24610                                                | Chore Aide                                        | 12.31       | ***         |
| 24620                                                | Family Readiness And Support Services Coordinator | 18.37       |             |
| 24630                                                | Homemaker                                         | 18.37       |             |
| 25000 Plant And System Operations Occupations        |                                                   |             |             |
| 25010                                                | Boiler Tender                                     | 25.80       |             |
| 25040                                                | Sewage Plant Operator                             | 21.34       |             |
| 25070                                                | Stationary Engineer                               | 25.80       |             |
| 25190                                                | Ventilation Equipment Tender                      | 16.97       | ***         |
| 25210                                                | Water Treatment Plant Operator                    | 21.34       |             |
| 27000 Protective Service Occupations                 |                                                   |             |             |
| 27004                                                | Alarm Monitor                                     | 17.11       | ***         |
| 27007                                                | Baggage Inspector                                 | 16.50       | ***         |
| 27008                                                | Corrections Officer                               | 18.99       |             |
| 27010                                                | Court Security Officer                            | 20.29       |             |
| 27030                                                | Detection Dog Handler                             | 18.46       |             |
| 27040                                                | Detention Officer                                 | 18.99       |             |
| 27070                                                | Firefighter                                       | 21.59       |             |
| 27101                                                | Guard I                                           | 16.50       | ***         |
| 27102                                                | Guard II                                          | 18.46       |             |
| 27131                                                | Police Officer I                                  | 23.88       |             |
| 27132                                                | Police Officer II                                 | 26.53       |             |
| 28000 Recreation Occupations                         |                                                   |             |             |
| 28041                                                | Carnival Equipment Operator                       | 17.07       | ***         |
| 28042                                                | Carnival Equipment Repairer                       | 18.85       |             |
| 28043                                                | Carnival Worker                                   | 12.87       | ***         |
| 28210                                                | Gate Attendant/Gate Tender                        | 17.52       | ***         |
| 28310                                                | Lifeguard                                         | 13.78       | ***         |
| 28350                                                | Park Attendant (Aide)                             | 19.60       |             |
| 28510                                                | Recreation Aide/Health Facility Attendant         | 14.30       | ***         |
| 28515                                                | Recreation Specialist                             | 24.29       |             |
| 28630                                                | Sports Official                                   | 15.60       | ***         |
| 28690                                                | Swimming Pool Operator                            | 22.85       |             |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                   |             |             |
| 29010                                                | Blocker And Bracer                                | 34.08       |             |
| 29020                                                | Hatch Tender                                      | 34.08       |             |
| 29030                                                | Line Handler                                      | 34.08       |             |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 29041       | Stevedore I                                    | 31.36       |             |
| 29042       | Stevedore II                                   | 36.75       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       |             |
| 30021       | Archeological Technician I                     | 18.33       |             |
| 30022       | Archeological Technician II                    | 20.51       |             |
| 30023       | Archeological Technician III                   | 25.41       |             |
| 30030       | Cartographic Technician                        | 25.41       |             |
| 30040       | Civil Engineering Technician                   | 24.81       |             |
| 30051       | Cryogenic Technician I                         | 27.87       |             |
| 30052       | Cryogenic Technician II                        | 30.78       |             |
| 30061       | Drafter/CAD Operator I                         | 18.33       |             |
| 30062       | Drafter/CAD Operator II                        | 20.51       |             |
| 30063       | Drafter/CAD Operator III                       | 22.86       |             |
| 30064       | Drafter/CAD Operator IV                        | 28.14       |             |
| 30081       | Engineering Technician I                       | 15.89       | ***         |
| 30082       | Engineering Technician II                      | 17.85       |             |
| 30083       | Engineering Technician III                     | 19.96       |             |
| 30084       | Engineering Technician IV                      | 24.73       |             |
| 30085       | Engineering Technician V                       | 30.25       |             |
| 30086       | Engineering Technician VI                      | 36.61       |             |
| 30090       | Environmental Technician                       | 23.64       |             |
| 30095       | Evidence Control Specialist                    | 25.17       |             |
| 30210       | Laboratory Technician                          | 27.36       |             |
| 30221       | Latent Fingerprint Technician I                | 27.87       |             |
| 30222       | Latent Fingerprint Technician II               | 30.78       |             |
| 30240       | Mathematical Technician                        | 25.41       |             |
| 30361       | Paralegal/Legal Assistant I                    | 21.70       |             |
| 30362       | Paralegal/Legal Assistant II                   | 26.88       |             |
| 30363       | Paralegal/Legal Assistant III                  | 32.89       |             |
| 30364       | Paralegal/Legal Assistant IV                   | 39.79       |             |
| 30375       | Petroleum Supply Specialist                    | 30.78       |             |
| 30390       | Photo-Optics Technician                        | 25.41       |             |
| 30395       | Radiation Control Technician                   | 30.78       |             |
| 30461       | Technical Writer I                             | 25.17       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30462       | Technical Writer II                                      | 30.78       |             |
| 30463       | Technical Writer III                                     | 37.24       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 28.73       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 34.76       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 41.67       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 28.73       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 28.73       |             |
| 30501       | Weather Forecaster I                                     | 28.14       |             |
| 30502       | Weather Forecaster II                                    | 34.23       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 22.86       | see 2       |
| 30621       | Weather Observer, Senior                                 | 25.41       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 34.76       |             |
| 31020       | Bus Aide                                                 | 10.77       | ***         |
| 31030       | Bus Driver                                               | 17.17       | ***         |
| 31043       | Driver Courier                                           | 18.27       |             |
| 31260       | Parking and Lot Attendant                                | 13.77       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.15       | ***         |
| 31310       | Taxi Driver                                              | 11.58       | ***         |
| 31361       | Truckdriver, Light                                       | 20.17       |             |
| 31362       | Truckdriver, Medium                                      | 22.07       |             |
| 31363       | Truckdriver, Heavy                                       | 22.67       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 22.67       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 16.95       | ***         |
| 99030       | Cashier                                                  | 13.40       | ***         |
| 99050       | Desk Clerk                                               | 13.20       | ***         |
| 99095       | Embalmer                                                 | 28.73       |             |
| 99130       | Flight Follower                                          | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I                            | 14.81       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 16.53       | ***         |
| 99260       | Marketing Analyst                                        | 25.30       |             |
| 99310       | Mortician                                                | 28.73       |             |
| 99410       | Pest Controller                                          | 19.58       |             |
| 99510       | Photofinishing Worker                                    | 15.10       | ***         |
| 99710       | Recycling Laborer                                        | 21.43       |             |
| 99711       | Recycling Specialist                                     | 26.82       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99730       | Refuse Collector                | 19.47       |             |
| 99810       | Sales Clerk                     | 14.43       | ***         |
| 99820       | School Crossing Guard           | 13.93       | ***         |
| 99830       | Survey Party Chief              | 29.49       |             |
| 99831       | Surveying Aide                  | 26.82       |             |
| 99832       | Surveying Technician            | 27.06       |             |
| 99840       | Vending Machine Attendant       | 17.65       | ***         |
| 99841       | Vending Machine Repairer        | 23.14       |             |
| 99842       | Vending Machine Repairer Helper | 17.65       | ***         |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal

Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section

13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).

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## **Wage Determination No. : 2015-5857**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 15

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Oklahoma

Area: Oklahoma County of Garfield

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |



| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01011       | Accounting Clerk I                   | 16.10       | ***         |
| 01012       | Accounting Clerk II                  | 18.07       |             |
| 01013       | Accounting Clerk III                 | 20.21       |             |
| 01020       | Administrative Assistant             | 23.90       |             |
| 01035       | Court Reporter                       | 19.59       |             |
| 01041       | Customer Service Representative I    | 14.82       | ***         |
| 01042       | Customer Service Representative II   | 16.17       | ***         |
| 01043       | Customer Service Representative III  | 18.15       |             |
| 01051       | Data Entry Operator I                | 15.39       | ***         |
| 01052       | Data Entry Operator II               | 16.80       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 19.59       |             |
| 01070       | Document Preparation Clerk           | 15.60       | ***         |
| 01090       | Duplicating Machine Operator         | 15.60       | ***         |
| 01111       | General Clerk I                      | 14.49       | ***         |
| 01112       | General Clerk II                     | 15.81       | ***         |
| 01113       | General Clerk III                    | 18.00       |             |
| 01120       | Housing Referral Assistant           | 21.84       |             |
| 01141       | Messenger Courier                    | 12.71       | ***         |
| 01191       | Order Clerk I                        | 14.30       | ***         |
| 01192       | Order Clerk II                       | 15.60       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 17.51       | ***         |
| 01262       | Personnel Assistant (Employment) II  | 19.59       |             |
| 01263       | Personnel Assistant (Employment) III | 21.84       |             |
| 01270       | Production Control Clerk             | 26.27       |             |
| 01290       | Rental Clerk                         | 14.05       | ***         |
| 01300       | Scheduler, Maintenance               | 17.51       | ***         |
| 01311       | Secretary I                          | 17.51       | ***         |
| 01312       | Secretary II                         | 19.59       |             |
| 01313       | Secretary III                        | 21.84       |             |
| 01320       | Service Order Dispatcher             | 17.51       | ***         |
| 01410       | Supply Technician                    | 23.90       |             |
| 01420       | Survey Worker                        | 19.59       |             |
| 01460       | Switchboard Operator/Receptionist    | 14.39       | ***         |
| 01531       | Travel Clerk I                       | 15.22       | ***         |
| 01532       | Travel Clerk II                      | 16.21       | ***         |
| 01533       | Travel Clerk III                     | 18.16       |             |
| 01611       | Word Processor I                     | 15.60       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01612       | Word Processor II                            | 17.51       | ***         |
| 01613       | Word Processor III                           | 19.59       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 19.95       |             |
| 05010       | Automotive Electrician                       | 17.71       | ***         |
| 05040       | Automotive Glass Installer                   | 16.82       | ***         |
| 05070       | Automotive Worker                            | 16.82       | ***         |
| 05110       | Mobile Equipment Servicer                    | 15.10       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 18.56       |             |
| 05160       | Motor Equipment Metal Worker                 | 16.82       | ***         |
| 05190       | Motor Vehicle Mechanic                       | 18.56       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 14.20       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 16.03       | ***         |
| 05280       | Motor Vehicle Wrecker                        | 16.82       | ***         |
| 05310       | Painter, Automotive                          | 17.71       | ***         |
| 05340       | Radiator Repair Specialist                   | 16.82       | ***         |
| 05370       | Tire Repairer                                | 15.10       | ***         |
| 05400       | Transmission Repair Specialist               | 18.56       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 16.52       | ***         |
| 07041       | Cook I                                       | 12.16       | ***         |
| 07042       | Cook II                                      | 13.54       | ***         |
| 07070       | Dishwasher                                   | 11.77       | ***         |
| 07130       | Food Service Worker                          | 11.77       | ***         |
| 07210       | Meat Cutter                                  | 16.52       | ***         |
| 07260       | Waiter/Waitress                              | 11.17       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 25.11       |             |
| 09040       | Furniture Handler                            | 17.03       | ***         |
| 09080       | Furniture Refinisher                         | 25.11       |             |
| 09090       | Furniture Refinisher Helper                  | 19.75       |             |
| 09110       | Furniture Repairer, Minor                    | 22.73       |             |
| 09130       | Upholsterer                                  | 25.11       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.35       | ***         |
| 11060       | Elevator Operator                            | 13.26       | ***         |
| 11090       | Gardener                                     | 17.93       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11122       | Housekeeping Aide                          | 13.17       | ***         |
| 11150       | Janitor                                    | 13.17       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 14.94       | ***         |
| 11240       | Maid or Houseman                           | 10.90       | ***         |
| 11260       | Pruner                                     | 14.08       | ***         |
| 11270       | Tractor Operator                           | 16.86       | ***         |
| 11330       | Trail Maintenance Worker                   | 14.94       | ***         |
| 11360       | Window Cleaner                             | 13.97       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 22.11       |             |
| 12011       | Breath Alcohol Technician                  | 22.11       |             |
| 12012       | Certified Occupational Therapist Assistant | 30.34       |             |
| 12015       | Certified Physical Therapist Assistant     | 30.91       |             |
| 12020       | Dental Assistant                           | 18.02       |             |
| 12025       | Dental Hygienist                           | 45.45       |             |
| 12030       | EKG Technician                             | 33.52       |             |
| 12035       | Electroneurodiagnostic Technologist        | 33.52       |             |
| 12040       | Emergency Medical Technician               | 22.11       |             |
| 12071       | Licensed Practical Nurse I                 | 19.77       |             |
| 12072       | Licensed Practical Nurse II                | 22.11       |             |
| 12073       | Licensed Practical Nurse III               | 24.66       |             |
| 12100       | Medical Assistant                          | 16.50       | ***         |
| 12130       | Medical Laboratory Technician              | 25.71       |             |
| 12160       | Medical Record Clerk                       | 19.77       |             |
| 12190       | Medical Record Technician                  | 22.11       |             |
| 12195       | Medical Transcriptionist                   | 19.77       |             |
| 12210       | Nuclear Medicine Technologist              | 48.60       |             |
| 12221       | Nursing Assistant I                        | 12.96       | ***         |
| 12222       | Nursing Assistant II                       | 14.58       | ***         |
| 12223       | Nursing Assistant III                      | 15.91       | ***         |
| 12224       | Nursing Assistant IV                       | 17.85       |             |
| 12235       | Optical Dispenser                          | 22.11       |             |
| 12236       | Optical Technician                         | 19.77       |             |
| 12250       | Pharmacy Technician                        | 16.87       | ***         |
| 12280       | Phlebotomist                               | 17.22       | ***         |
| 12305       | Radiologic Technologist                    | 30.22       |             |
| 12311       | Registered Nurse I                         | 27.48       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12312       | Registered Nurse II                                  | 31.11       |             |
| 12313       | Registered Nurse II, Specialist                      | 31.11       |             |
| 12314       | Registered Nurse III                                 | 37.64       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 37.64       |             |
| 12316       | Registered Nurse IV                                  | 45.11       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 27.40       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.40       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 19.73       |             |
| 13012       | Exhibits Specialist II                               | 24.44       |             |
| 13013       | Exhibits Specialist III                              | 29.90       |             |
| 13041       | Illustrator I                                        | 20.86       |             |
| 13042       | Illustrator II                                       | 25.12       |             |
| 13043       | Illustrator III                                      | 30.74       |             |
| 13047       | Librarian                                            | 24.93       |             |
| 13050       | Library Aide/Clerk                                   | 13.05       | ***         |
| 13054       | Library Information Technology Systems Administrator | 22.51       |             |
| 13058       | Library Technician                                   | 15.70       | ***         |
| 13061       | Media Specialist I                                   | 16.24       | ***         |
| 13062       | Media Specialist II                                  | 18.17       |             |
| 13063       | Media Specialist III                                 | 20.25       |             |
| 13071       | Photographer I                                       | 16.24       | ***         |
| 13072       | Photographer II                                      | 18.35       |             |
| 13073       | Photographer III                                     | 22.73       |             |
| 13074       | Photographer IV                                      | 27.81       |             |
| 13075       | Photographer V                                       | 33.64       |             |
| 13090       | Technical Order Library Clerk                        | 17.04       | ***         |
| 13110       | Video Teleconference Technician                      | 17.64       | ***         |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 16.40       | ***         |
| 14042       | Computer Operator II                                 | 18.41       |             |
| 14043       | Computer Operator III                                | 20.57       |             |
| 14044       | Computer Operator IV                                 | 22.83       |             |
| 14045       | Computer Operator V                                  | 25.27       |             |
| 14071       | Computer Programmer I                                | 24.07       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 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                           | 16.40       | ***         |
| 14160       | Personal Computer Support Technician                    | 22.83       |             |
| 14170       | System Support Specialist                               | 32.12       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 29.92       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 36.20       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 41.62       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 29.92       |             |
| 15060       | Educational Technologist                                | 25.67       |             |
| 15070       | Flight Instructor (Pilot)                               | 41.62       |             |
| 15080       | Graphic Artist                                          | 29.48       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 41.62       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 41.62       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 41.62       |             |
| 15090       | Technical Instructor                                    | 24.11       |             |
| 15095       | Technical Instructor/Course Developer                   | 29.48       |             |
| 15110       | Test Proctor                                            | 19.45       |             |
| 15120       | Tutor                                                   | 19.45       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.01       | ***         |
| 16030       | Counter Attendant                                       | 11.01       | ***         |
| 16040       | Dry Cleaner                                             | 14.03       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.01       | ***         |
| 16090       | Presser, Hand                                           | 11.01       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.01       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.01       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.01       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.05       | ***         |
| 16220       | Tailor                                                  | 16.06       | ***         |
| 16250       | Washer, Machine                                         | 12.05       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 25.20       |             |
| 19040       | Tool And Die Maker                                      | 29.84       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 18.61       |             |
| 21030       | Material Coordinator                              | 26.27       |             |
| 21040       | Material Expediter                                | 26.27       |             |
| 21050       | Material Handling Laborer                         | 15.61       | ***         |
| 21071       | Order Filler                                      | 14.43       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 18.61       |             |
| 21110       | Shipping Packer                                   | 15.57       | ***         |
| 21130       | Shipping/Receiving Clerk                          | 15.57       | ***         |
| 21140       | Store Worker I                                    | 17.69       | ***         |
| 21150       | Stock Clerk                                       | 21.42       |             |
| 21210       | Tools And Parts Attendant                         | 18.61       |             |
| 21410       | Warehouse Specialist                              | 18.61       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 35.79       |             |
| 23019       | Aircraft Logs and Records Technician              | 29.62       |             |
| 23021       | Aircraft Mechanic I                               | 34.30       |             |
| 23022       | Aircraft Mechanic II                              | 35.79       |             |
| 23023       | Aircraft Mechanic III                             | 37.30       |             |
| 23040       | Aircraft Mechanic Helper                          | 26.25       |             |
| 23050       | Aircraft, Painter                                 | 32.52       |             |
| 23060       | Aircraft Servicer                                 | 29.62       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 32.52       |             |
| 23080       | Aircraft Worker                                   | 31.09       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 31.09       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 34.30       |             |
| 23110       | Appliance Mechanic                                | 25.20       |             |
| 23120       | Bicycle Repairer                                  | 21.49       |             |
| 23125       | Cable Splicer                                     | 31.08       |             |
| 23130       | Carpenter, Maintenance                            | 21.90       |             |
| 23140       | Carpet Layer                                      | 23.92       |             |
| 23160       | Electrician, Maintenance                          | 24.44       |             |
| 23181       | Electronics Technician Maintenance I              | 23.92       |             |
| 23182       | Electronics Technician Maintenance II             | 25.20       |             |
| 23183       | Electronics Technician Maintenance III            | 26.41       |             |
| 23260       | Fabric Worker                                     | 22.80       |             |
| 23290       | Fire Alarm System Mechanic                        | 26.41       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23310       | Fire Extinguisher Repairer                                             | 21.49       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 28.71       |             |
| 23312       | Fuel Distribution System Operator                                      | 21.77       |             |
| 23370       | General Maintenance Worker                                             | 19.03       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 34.30       |             |
| 23381       | Ground Support Equipment Servicer                                      | 29.62       |             |
| 23382       | Ground Support Equipment Worker                                        | 31.09       |             |
| 23391       | Gunsmith I                                                             | 21.49       |             |
| 23392       | Gunsmith II                                                            | 23.92       |             |
| 23393       | Gunsmith III                                                           | 26.41       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 27.70       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 29.26       |             |
| 23430       | Heavy Equipment Mechanic                                               | 26.73       |             |
| 23440       | Heavy Equipment Operator                                               | 21.86       |             |
| 23460       | Instrument Mechanic                                                    | 26.41       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 25.20       |             |
| 23470       | Laborer                                                                | 15.61       | ***         |
| 23510       | Locksmith                                                              | 25.20       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 31.75       |             |
| 23550       | Machinist, Maintenance                                                 | 24.65       |             |
| 23580       | Maintenance Trades Helper                                              | 20.21       |             |
| 23591       | Metrology Technician I                                                 | 26.41       |             |
| 23592       | Metrology Technician II                                                | 27.55       |             |
| 23593       | Metrology Technician III                                               | 28.71       |             |
| 23640       | Millwright                                                             | 26.41       |             |
| 23710       | Office Appliance Repairer                                              | 25.20       |             |
| 23760       | Painter, Maintenance                                                   | 25.20       |             |
| 23790       | Pipefitter, Maintenance                                                | 26.77       |             |
| 23810       | Plumber, Maintenance                                                   | 25.55       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 26.41       |             |
| 23850       | Rigger                                                                 | 26.41       |             |
| 23870       | Scale Mechanic                                                         | 23.92       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 26.41       |             |
| 23910       | Small Engine Mechanic                                                  | 23.92       |             |
| 23931       | Telecommunications Mechanic I                                          | 26.41       |             |
| 23932       | Telecommunications Mechanic II                                         | 27.55       |             |
| 23950       | Telephone Lineman                                                      | 29.39       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23960       | Welder, Combination, Maintenance                  | 23.22       |             |
| 23965       | Well Driller                                      | 26.41       |             |
| 23970       | Woodcraft Worker                                  | 26.41       |             |
| 23980       | Woodworker                                        | 21.49       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 15.70       | ***         |
| 24570       | Child Care Attendant                              | 10.35       | ***         |
| 24580       | Child Care Center Clerk                           | 13.27       | ***         |
| 24610       | Chore Aide                                        | 13.22       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 15.70       | ***         |
| 24630       | Homemaker                                         | 17.20       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 26.41       |             |
| 25040       | Sewage Plant Operator                             | 25.11       |             |
| 25070       | Stationary Engineer                               | 26.41       |             |
| 25190       | Ventilation Equipment Tender                      | 20.21       |             |
| 25210       | Water Treatment Plant Operator                    | 25.11       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 18.13       |             |
| 27007       | Baggage Inspector                                 | 16.21       | ***         |
| 27008       | Corrections Officer                               | 20.68       |             |
| 27010       | Court Security Officer                            | 22.48       |             |
| 27030       | Detection Dog Handler                             | 18.13       |             |
| 27040       | Detention Officer                                 | 20.68       |             |
| 27070       | Firefighter                                       | 24.14       |             |
| 27101       | Guard I                                           | 16.21       | ***         |
| 27102       | Guard II                                          | 18.13       |             |
| 27131       | Police Officer I                                  | 23.19       |             |
| 27132       | Police Officer II                                 | 25.77       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 11.54       | ***         |
| 28042       | Carnival Equipment Repairer                       | 12.47       | ***         |
| 28043       | Carnival Worker                                   | 8.81        | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 16.47       | ***         |
| 28310       | Lifeguard                                         | 14.96       | ***         |
| 28350       | Park Attendant (Aide)                             | 18.77       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 13.44       | ***         |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 28515       | Recreation Specialist                          | 22.83       |             |
| 28630       | Sports Official                                | 14.66       | ***         |
| 28690       | Swimming Pool Operator                         | 20.25       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 25.33       |             |
| 29020       | Hatch Tender                                   | 25.33       |             |
| 29030       | Line Handler                                   | 25.33       |             |
| 29041       | Stevedore I                                    | 24.12       |             |
| 29042       | Stevedore II                                   | 26.72       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       |             |
| 30021       | Archeological Technician I                     | 18.54       |             |
| 30022       | Archeological Technician II                    | 20.74       |             |
| 30023       | Archeological Technician III                   | 25.70       |             |
| 30030       | Cartographic Technician                        | 25.70       |             |
| 30040       | Civil Engineering Technician                   | 25.70       |             |
| 30051       | Cryogenic Technician I                         | 27.63       |             |
| 30052       | Cryogenic Technician II                        | 30.51       |             |
| 30061       | Drafter/CAD Operator I                         | 18.54       |             |
| 30062       | Drafter/CAD Operator II                        | 20.74       |             |
| 30063       | Drafter/CAD Operator III                       | 23.13       |             |
| 30064       | Drafter/CAD Operator IV                        | 28.46       |             |
| 30081       | Engineering Technician I                       | 19.05       |             |
| 30082       | Engineering Technician II                      | 21.83       |             |
| 30083       | Engineering Technician III                     | 23.92       |             |
| 30084       | Engineering Technician IV                      | 29.64       |             |
| 30085       | Engineering Technician V                       | 36.26       |             |
| 30086       | Engineering Technician VI                      | 43.86       |             |
| 30090       | Environmental Technician                       | 24.95       |             |
| 30095       | Evidence Control Specialist                    | 24.95       |             |
| 30210       | Laboratory Technician                          | 23.40       |             |
| 30221       | Latent Fingerprint Technician I                | 27.63       |             |
| 30222       | Latent Fingerprint Technician II               | 30.51       |             |
| 30240       | Mathematical Technician                        | 25.70       |             |
| 30361       | Paralegal/Legal Assistant I                    | 21.02       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30362       | Paralegal/Legal Assistant II                             | 26.04       |             |
| 30363       | Paralegal/Legal Assistant III                            | 31.86       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 38.56       |             |
| 30375       | Petroleum Supply Specialist                              | 30.51       |             |
| 30390       | Photo-Optics Technician                                  | 25.70       |             |
| 30395       | Radiation Control Technician                             | 30.51       |             |
| 30461       | Technical Writer I                                       | 24.49       |             |
| 30462       | Technical Writer II                                      | 29.96       |             |
| 30463       | Technical Writer III                                     | 36.26       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 28.73       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 34.76       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 41.67       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 28.73       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 28.73       |             |
| 30501       | Weather Forecaster I                                     | 28.46       |             |
| 30502       | Weather Forecaster II                                    | 34.62       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.13       | see 2       |
| 30621       | Weather Observer, Senior                                 | 25.70       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 34.76       |             |
| 31020       | Bus Aide                                                 | 15.64       | ***         |
| 31030       | Bus Driver                                               | 19.74       |             |
| 31043       | Driver Courier                                           | 17.49       | ***         |
| 31260       | Parking and Lot Attendant                                | 14.75       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.78       | ***         |
| 31310       | Taxi Driver                                              | 12.83       | ***         |
| 31361       | Truckdriver, Light                                       | 18.60       |             |
| 31362       | Truckdriver, Medium                                      | 19.74       |             |
| 31363       | Truckdriver, Heavy                                       | 24.75       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.75       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 16.95       | ***         |
| 99030       | Cashier                                                  | 12.49       | ***         |
| 99050       | Desk Clerk                                               | 11.66       | ***         |
| 99095       | Embalmer                                                 | 28.73       |             |
| 99130       | Flight Follower                                          | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I                            | 17.33       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99252       | Laboratory Animal Caretaker II  | 18.44       |             |
| 99260       | Marketing Analyst               | 25.48       |             |
| 99310       | Mortician                       | 28.73       |             |
| 99410       | Pest Controller                 | 23.42       |             |
| 99510       | Photofinishing Worker           | 15.10       | ***         |
| 99710       | Recycling Laborer               | 20.31       |             |
| 99711       | Recycling Specialist            | 22.71       |             |
| 99730       | Refuse Collector                | 19.16       |             |
| 99810       | Sales Clerk                     | 13.61       | ***         |
| 99820       | School Crossing Guard           | 19.16       |             |
| 99830       | Survey Party Chief              | 23.62       |             |
| 99831       | Surveying Aide                  | 13.28       | ***         |
| 99832       | Surveying Technician            | 20.91       |             |
| 99840       | Vending Machine Attendant       | 19.59       |             |
| 99841       | Vending Machine Repairer        | 23.56       |             |
| 99842       | Vending Machine Repairer Helper | 19.03       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5859**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 15

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.



The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Idaho

Area: Idaho Counties of Jerome, Twin Falls

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.42       | ***         |
| 01012       | Accounting Clerk II                             | 18.43       |             |
| 01013       | Accounting Clerk III                            | 20.61       |             |
| 01020       | Administrative Assistant                        | 26.95       |             |
| 01035       | Court Reporter                                  | 22.66       |             |
| 01041       | Customer Service Representative I               | 15.02       | ***         |
| 01042       | Customer Service Representative II              | 16.38       | ***         |
| 01043       | Customer Service Representative III             | 18.39       |             |
| 01051       | Data Entry Operator I                           | 14.29       | ***         |
| 01052       | Data Entry Operator II                          | 15.59       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 22.30       |             |
| 01070       | Document Preparation Clerk                      | 15.59       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.59       | ***         |
| 01111       | General Clerk I                                 | 14.70       | ***         |
| 01112       | General Clerk II                                | 16.04       | ***         |
| 01113       | General Clerk III                               | 18.00       |             |
| 01120       | Housing Referral Assistant                      | 21.83       |             |
| 01141       | Messenger Courier                               | 13.83       | ***         |
| 01191       | Order Clerk I                                   | 14.76       | ***         |
| 01192       | Order Clerk II                                  | 16.11       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 17.50       | ***         |
| 01262       | Personnel Assistant (Employment) II             | 19.57       |             |
| 01263       | Personnel Assistant (Employment) III            | 21.83       |             |
| 01270       | Production Control Clerk                        | 21.40       |             |
| 01290       | Rental Clerk                                    | 16.82       | ***         |
| 01300       | Scheduler, Maintenance                          | 17.50       | ***         |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 17.50       | ***         |
| 01312       | Secretary II                             | 19.57       |             |
| 01313       | Secretary III                            | 21.83       |             |
| 01320       | Service Order Dispatcher                 | 19.95       |             |
| 01410       | Supply Technician                        | 26.95       |             |
| 01420       | Survey Worker                            | 19.57       |             |
| 01460       | Switchboard Operator/Receptionist        | 16.20       | ***         |
| 01531       | Travel Clerk I                           | 15.18       | ***         |
| 01532       | Travel Clerk II                          | 15.92       | ***         |
| 01533       | Travel Clerk III                         | 17.28       | ***         |
| 01611       | Word Processor I                         | 15.59       | ***         |
| 01612       | Word Processor II                        | 17.50       | ***         |
| 01613       | Word Processor III                       | 19.57       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.99       |             |
| 05010       | Automotive Electrician                   | 21.01       |             |
| 05040       | Automotive Glass Installer               | 19.78       |             |
| 05070       | Automotive Worker                        | 19.78       |             |
| 05110       | Mobile Equipment Servicer                | 17.17       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 22.40       |             |
| 05160       | Motor Equipment Metal Worker             | 19.78       |             |
| 05190       | Motor Vehicle Mechanic                   | 22.40       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 15.74       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 18.55       |             |
| 05280       | Motor Vehicle Wrecker                    | 19.78       |             |
| 05310       | Painter, Automotive                      | 21.01       |             |
| 05340       | Radiator Repair Specialist               | 19.81       |             |
| 05370       | Tire Repairer                            | 16.55       | ***         |
| 05400       | Transmission Repair Specialist           | 22.40       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 14.63       | ***         |
| 07041       | Cook I                                   | 14.60       | ***         |
| 07042       | Cook II                                  | 16.83       | ***         |
| 07070       | Dishwasher                               | 11.60       | ***         |
| 07130       | Food Service Worker                      | 12.87       | ***         |
| 07210       | Meat Cutter                              | 17.81       |             |
| 07260       | Waiter/Waitress                          | 10.97       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.09       |             |
| 09040       | Furniture Handler                            | 13.54       | ***         |
| 09080       | Furniture Refinisher                         | 22.09       |             |
| 09090       | Furniture Refinisher Helper                  | 16.55       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.50       |             |
| 09130       | Upholsterer                                  | 22.09       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 15.97       | ***         |
| 11060       | Elevator Operator                            | 15.97       | ***         |
| 11090       | Gardener                                     | 22.93       |             |
| 11122       | Housekeeping Aide                            | 16.07       | ***         |
| 11150       | Janitor                                      | 16.07       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.20       | ***         |
| 11240       | Maid or Houseman                             | 14.05       | ***         |
| 11260       | Pruner                                       | 15.10       | ***         |
| 11270       | Tractor Operator                             | 21.03       |             |
| 11330       | Trail Maintenance Worker                     | 17.20       | ***         |
| 11360       | Window Cleaner                               | 18.31       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 24.10       |             |
| 12011       | Breath Alcohol Technician                    | 24.10       |             |
| 12012       | Certified Occupational Therapist Assistant   | 33.08       |             |
| 12015       | Certified Physical Therapist Assistant       | 30.07       |             |
| 12020       | Dental Assistant                             | 18.24       |             |
| 12025       | Dental Hygienist                             | 39.07       |             |
| 12030       | EKG Technician                               | 36.53       |             |
| 12035       | Electroneurodiagnostic Technologist          | 36.53       |             |
| 12040       | Emergency Medical Technician                 | 24.10       |             |
| 12071       | Licensed Practical Nurse I                   | 21.55       |             |
| 12072       | Licensed Practical Nurse II                  | 24.10       |             |
| 12073       | Licensed Practical Nurse III                 | 26.87       |             |
| 12100       | Medical Assistant                            | 18.97       |             |
| 12130       | Medical Laboratory Technician                | 21.21       |             |
| 12160       | Medical Record Clerk                         | 19.30       |             |
| 12190       | Medical Record Technician                    | 21.59       |             |
| 12195       | Medical Transcriptionist                     | 21.55       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 52.99       |             |
| 12221       | Nursing Assistant I                                  | 13.44       | ***         |
| 12222       | Nursing Assistant II                                 | 15.12       | ***         |
| 12223       | Nursing Assistant III                                | 16.50       | ***         |
| 12224       | Nursing Assistant IV                                 | 18.52       |             |
| 12235       | Optical Dispenser                                    | 22.14       |             |
| 12236       | Optical Technician                                   | 21.55       |             |
| 12250       | Pharmacy Technician                                  | 19.40       |             |
| 12280       | Phlebotomist                                         | 21.55       |             |
| 12305       | Radiologic Technologist                              | 32.49       |             |
| 12311       | Registered Nurse I                                   | 26.49       |             |
| 12312       | Registered Nurse II                                  | 32.41       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.41       |             |
| 12314       | Registered Nurse III                                 | 39.21       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.21       |             |
| 12316       | Registered Nurse IV                                  | 46.99       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 29.88       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 30.91       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 17.02       | ***         |
| 13012       | Exhibits Specialist II                               | 21.09       |             |
| 13013       | Exhibits Specialist III                              | 25.80       |             |
| 13041       | Illustrator I                                        | 17.02       | ***         |
| 13042       | Illustrator II                                       | 21.09       |             |
| 13043       | Illustrator III                                      | 25.80       |             |
| 13047       | Librarian                                            | 23.35       |             |
| 13050       | Library Aide/Clerk                                   | 13.53       | ***         |
| 13054       | Library Information Technology Systems Administrator | 21.09       |             |
| 13058       | Library Technician                                   | 15.14       | ***         |
| 13061       | Media Specialist I                                   | 15.21       | ***         |
| 13062       | Media Specialist II                                  | 17.02       | ***         |
| 13063       | Media Specialist III                                 | 18.97       |             |
| 13071       | Photographer I                                       | 15.21       | ***         |
| 13072       | Photographer II                                      | 17.02       | ***         |
| 13073       | Photographer III                                     | 21.09       |             |
| 13074       | Photographer IV                                      | 25.80       |             |
| 13075       | Photographer V                                       | 31.20       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 16.73       | ***         |
| 13110       | Video Teleconference Technician                         | 18.25       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 14.69       | ***         |
| 14042       | Computer Operator II                                    | 16.43       | ***         |
| 14043       | Computer Operator III                                   | 18.32       |             |
| 14044       | Computer Operator IV                                    | 20.50       |             |
| 14045       | Computer Operator V                                     | 22.54       |             |
| 14071       | Computer Programmer I                                   | 20.22       | see 1       |
| 14072       | Computer Programmer II                                  | 25.05       | 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                           | 14.69       | ***         |
| 14160       | Personal Computer Support Technician                    | 22.55       |             |
| 14170       | System Support Specialist                               | 22.54       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 32.20       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.95       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 44.71       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.20       |             |
| 15060       | Educational Technologist                                | 22.00       |             |
| 15070       | Flight Instructor (Pilot)                               | 44.71       |             |
| 15080       | Graphic Artist                                          | 22.82       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 44.71       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 44.71       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 44.71       |             |
| 15090       | Technical Instructor                                    | 21.17       |             |
| 15095       | Technical Instructor/Course Developer                   | 25.90       |             |
| 15110       | Test Proctor                                            | 17.09       | ***         |
| 15120       | Tutor                                                   | 17.09       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.31       | ***         |
| 16030       | Counter Attendant                                       | 11.31       | ***         |
| 16040       | Dry Cleaner                                             | 13.50       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 11.31       | ***         |
| 16090       | Presser, Hand                                     | 11.31       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 11.31       | ***         |
| 16130       | Presser, Machine, Shirts                          | 11.31       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 11.31       | ***         |
| 16190       | Sewing Machine Operator                           | 14.24       | ***         |
| 16220       | Tailor                                            | 15.03       | ***         |
| 16250       | Washer, Machine                                   | 11.85       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 22.09       |             |
| 19040       | Tool And Die Maker                                | 27.71       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 20.52       |             |
| 21030       | Material Coordinator                              | 21.40       |             |
| 21040       | Material Expediter                                | 21.40       |             |
| 21050       | Material Handling Laborer                         | 17.72       | ***         |
| 21071       | Order Filler                                      | 17.41       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 20.52       |             |
| 21110       | Shipping Packer                                   | 16.50       | ***         |
| 21130       | Shipping/Receiving Clerk                          | 16.50       | ***         |
| 21140       | Store Worker I                                    | 12.97       | ***         |
| 21150       | Stock Clerk                                       | 18.99       |             |
| 21210       | Tools And Parts Attendant                         | 20.52       |             |
| 21410       | Warehouse Specialist                              | 20.52       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 31.42       |             |
| 23019       | Aircraft Logs and Records Technician              | 24.65       |             |
| 23021       | Aircraft Mechanic I                               | 29.76       |             |
| 23022       | Aircraft Mechanic II                              | 31.42       |             |
| 23023       | Aircraft Mechanic III                             | 32.83       |             |
| 23040       | Aircraft Mechanic Helper                          | 20.92       |             |
| 23050       | Aircraft, Painter                                 | 27.92       |             |
| 23060       | Aircraft Servicer                                 | 24.65       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 27.92       |             |
| 23080       | Aircraft Worker                                   | 26.28       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 26.28       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 29.76       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23110       | Appliance Mechanic                                                     | 22.09       |             |
| 23120       | Bicycle Repairer                                                       | 18.05       |             |
| 23125       | Cable Splicer                                                          | 42.93       |             |
| 23130       | Carpenter, Maintenance                                                 | 20.87       |             |
| 23140       | Carpet Layer                                                           | 21.46       |             |
| 23160       | Electrician, Maintenance                                               | 22.75       |             |
| 23181       | Electronics Technician Maintenance I                                   | 23.61       |             |
| 23182       | Electronics Technician Maintenance II                                  | 25.07       |             |
| 23183       | Electronics Technician Maintenance III                                 | 28.77       |             |
| 23260       | Fabric Worker                                                          | 20.12       |             |
| 23290       | Fire Alarm System Mechanic                                             | 24.29       |             |
| 23310       | Fire Extinguisher Repairer                                             | 18.62       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 26.81       |             |
| 23312       | Fuel Distribution System Operator                                      | 20.56       |             |
| 23370       | General Maintenance Worker                                             | 23.45       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 29.76       |             |
| 23381       | Ground Support Equipment Servicer                                      | 24.65       |             |
| 23382       | Ground Support Equipment Worker                                        | 26.28       |             |
| 23391       | Gunsmith I                                                             | 18.62       |             |
| 23392       | Gunsmith II                                                            | 21.46       |             |
| 23393       | Gunsmith III                                                           | 24.29       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.42       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 23.51       |             |
| 23430       | Heavy Equipment Mechanic                                               | 26.01       |             |
| 23440       | Heavy Equipment Operator                                               | 22.94       |             |
| 23460       | Instrument Mechanic                                                    | 24.29       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 22.79       |             |
| 23470       | Laborer                                                                | 17.72       | ***         |
| 23510       | Locksmith                                                              | 22.79       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 26.84       |             |
| 23550       | Machinist, Maintenance                                                 | 22.86       |             |
| 23580       | Maintenance Trades Helper                                              | 17.88       |             |
| 23591       | Metrology Technician I                                                 | 24.29       |             |
| 23592       | Metrology Technician II                                                | 25.65       |             |
| 23593       | Metrology Technician III                                               | 26.80       |             |
| 23640       | Millwright                                                             | 24.29       |             |
| 23710       | Office Appliance Repairer                                              | 22.79       |             |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 21.12       |             |
| 23790                                         | Pipefitter, Maintenance                           | 24.89       |             |
| 23810                                         | Plumber, Maintenance                              | 23.34       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 24.29       |             |
| 23850                                         | Rigger                                            | 24.29       |             |
| 23870                                         | Scale Mechanic                                    | 21.46       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 23.29       |             |
| 23910                                         | Small Engine Mechanic                             | 20.80       |             |
| 23931                                         | Telecommunications Mechanic I                     | 30.20       |             |
| 23932                                         | Telecommunications Mechanic II                    | 31.88       |             |
| 23950                                         | Telephone Lineman                                 | 27.23       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 21.54       |             |
| 23965                                         | Well Driller                                      | 24.29       |             |
| 23970                                         | Woodcraft Worker                                  | 24.29       |             |
| 23980                                         | Woodworker                                        | 18.62       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 21.83       |             |
| 24570                                         | Child Care Attendant                              | 12.68       | ***         |
| 24580                                         | Child Care Center Clerk                           | 15.82       | ***         |
| 24610                                         | Chore Aide                                        | 13.60       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 21.83       |             |
| 24630                                         | Homemaker                                         | 20.42       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 25.36       |             |
| 25040                                         | Sewage Plant Operator                             | 22.76       |             |
| 25070                                         | Stationary Engineer                               | 25.36       |             |
| 25190                                         | Ventilation Equipment Tender                      | 17.82       |             |
| 25210                                         | Water Treatment Plant Operator                    | 22.76       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 22.72       |             |
| 27007                                         | Baggage Inspector                                 | 16.50       | ***         |
| 27008                                         | Corrections Officer                               | 19.47       |             |
| 27010                                         | Court Security Officer                            | 19.91       |             |
| 27030                                         | Detection Dog Handler                             | 18.45       |             |
| 27040                                         | Detention Officer                                 | 19.47       |             |
| 27070                                         | Firefighter                                       | 18.98       |             |
| 27101                                         | Guard I                                           | 16.50       | ***         |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 18.45       |             |
| 27131       | Police Officer I                               | 25.64       |             |
| 27132       | Police Officer II                              | 28.49       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 15.47       | ***         |
| 28042       | Carnival Equipment Repairer                    | 16.87       | ***         |
| 28043       | Carnival Worker                                | 11.23       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 19.44       |             |
| 28310       | Lifeguard                                      | 13.72       | ***         |
| 28350       | Park Attendant (Aide)                          | 21.42       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 15.86       | ***         |
| 28515       | Recreation Specialist                          | 26.26       |             |
| 28630       | Sports Official                                | 17.31       | ***         |
| 28690       | Swimming Pool Operator                         | 19.44       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 23.69       |             |
| 29020       | Hatch Tender                                   | 23.69       |             |
| 29030       | Line Handler                                   | 23.69       |             |
| 29041       | Stevedore I                                    | 22.22       |             |
| 29042       | Stevedore II                                   | 25.17       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 45.21       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.17       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.34       |             |
| 30021       | Archeological Technician I                     | 17.79       |             |
| 30022       | Archeological Technician II                    | 20.76       |             |
| 30023       | Archeological Technician III                   | 24.53       |             |
| 30030       | Cartographic Technician                        | 24.53       |             |
| 30040       | Civil Engineering Technician                   | 26.17       |             |
| 30051       | Cryogenic Technician I                         | 26.25       |             |
| 30052       | Cryogenic Technician II                        | 28.99       |             |
| 30061       | Drafter/CAD Operator I                         | 17.70       | ***         |
| 30062       | Drafter/CAD Operator II                        | 20.76       |             |
| 30063       | Drafter/CAD Operator III                       | 22.08       |             |
| 30064       | Drafter/CAD Operator IV                        | 27.17       |             |
| 30081       | Engineering Technician I                       | 15.30       | ***         |
| 30082       | Engineering Technician II                      | 17.17       | ***         |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30083       | Engineering Technician III                               | 19.21       |             |
| 30084       | Engineering Technician IV                                | 23.80       |             |
| 30085       | Engineering Technician V                                 | 29.11       |             |
| 30086       | Engineering Technician VI                                | 35.22       |             |
| 30090       | Environmental Technician                                 | 24.53       |             |
| 30095       | Evidence Control Specialist                              | 23.71       |             |
| 30210       | Laboratory Technician                                    | 22.08       |             |
| 30221       | Latent Fingerprint Technician I                          | 26.25       |             |
| 30222       | Latent Fingerprint Technician II                         | 28.99       |             |
| 30240       | Mathematical Technician                                  | 24.53       |             |
| 30361       | Paralegal/Legal Assistant I                              | 21.10       |             |
| 30362       | Paralegal/Legal Assistant II                             | 26.14       |             |
| 30363       | Paralegal/Legal Assistant III                            | 31.98       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 38.69       |             |
| 30375       | Petroleum Supply Specialist                              | 28.99       |             |
| 30390       | Photo-Optics Technician                                  | 24.53       |             |
| 30395       | Radiation Control Technician                             | 28.99       |             |
| 30461       | Technical Writer I                                       | 24.13       |             |
| 30462       | Technical Writer II                                      | 29.52       |             |
| 30463       | Technical Writer III                                     | 35.72       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 28.73       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 34.76       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 41.67       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 28.73       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 28.73       |             |
| 30501       | Weather Forecaster I                                     | 27.17       |             |
| 30502       | Weather Forecaster II                                    | 33.05       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 22.08       | see 2       |
| 30621       | Weather Observer, Senior                                 | 24.53       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 34.76       |             |
| 31020       | Bus Aide                                                 | 14.74       | ***         |
| 31030       | Bus Driver                                               | 20.25       |             |
| 31043       | Driver Courier                                           | 18.15       |             |
| 31260       | Parking and Lot Attendant                                | 13.24       | ***         |
| 31290       | Shuttle Bus Driver                                       | 17.55       | ***         |
| 31310       | Taxi Driver                                              | 13.21       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 19.80       |             |
| 31362       | Truckdriver, Medium             | 21.41       |             |
| 31363       | Truckdriver, Heavy              | 23.31       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 23.31       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 16.95       | ***         |
| 99030       | Cashier                         | 13.54       | ***         |
| 99050       | Desk Clerk                      | 13.46       | ***         |
| 99095       | Embalmer                        | 28.73       |             |
| 99130       | Flight Follower                 | 28.73       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.50       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.00       |             |
| 99260       | Marketing Analyst               | 26.52       |             |
| 99310       | Mortician                       | 28.73       |             |
| 99410       | Pest Controller                 | 24.52       |             |
| 99510       | Photofinishing Worker           | 15.10       | ***         |
| 99710       | Recycling Laborer               | 19.32       |             |
| 99711       | Recycling Specialist            | 22.46       |             |
| 99730       | Refuse Collector                | 16.93       | ***         |
| 99810       | Sales Clerk                     | 14.93       | ***         |
| 99820       | School Crossing Guard           | 15.16       | ***         |
| 99830       | Survey Party Chief              | 20.85       |             |
| 99831       | Surveying Aide                  | 14.14       | ***         |
| 99832       | Surveying Technician            | 18.96       |             |
| 99840       | Vending Machine Attendant       | 20.81       |             |
| 99841       | Vending Machine Repairer        | 26.15       |             |
| 99842       | Vending Machine Repairer Helper | 20.81       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all

occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**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)).

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## **Wage Determination No. : 2015-5861**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/22/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.



If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York County of Yates

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate Note</b> |
|-------------|-------------------------------------------------|------------------|
| 01000       | Administrative Support And Clerical Occupations |                  |
| 01011       | Accounting Clerk I                              | 18.14            |
| 01012       | Accounting Clerk II                             | 20.36            |
| 01013       | Accounting Clerk III                            | 22.77            |
| 01020       | Administrative Assistant                        | 33.52            |
| 01035       | Court Reporter                                  | 33.14            |
| 01041       | Customer Service Representative I               | 16.12 ***        |
| 01042       | Customer Service Representative II              | 17.59 ***        |
| 01043       | Customer Service Representative III             | 19.74            |
| 01051       | Data Entry Operator I                           | 17.45 ***        |
| 01052       | Data Entry Operator II                          | 19.04            |
| 01060       | Dispatcher, Motor Vehicle                       | 24.20            |
| 01070       | Document Preparation Clerk                      | 18.37            |
| 01090       | Duplicating Machine Operator                    | 18.37            |
| 01111       | General Clerk I                                 | 15.42 ***        |
| 01112       | General Clerk II                                | 16.82 ***        |
| 01113       | General Clerk III                               | 18.88            |
| 01120       | Housing Referral Assistant                      | 24.46            |
| 01141       | Messenger Courier                               | 17.45 ***        |
| 01191       | Order Clerk I                                   | 19.18            |
| 01192       | Order Clerk II                                  | 20.93            |
| 01261       | Personnel Assistant (Employment) I              | 19.63            |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01262       | Personnel Assistant (Employment) II      | 21.97       |             |
| 01263       | Personnel Assistant (Employment) III     | 24.50       |             |
| 01270       | Production Control Clerk                 | 24.58       |             |
| 01290       | Rental Clerk                             | 18.97       |             |
| 01300       | Scheduler, Maintenance                   | 19.62       |             |
| 01311       | Secretary I                              | 19.62       |             |
| 01312       | Secretary II                             | 21.95       |             |
| 01313       | Secretary III                            | 24.46       |             |
| 01320       | Service Order Dispatcher                 | 21.63       |             |
| 01410       | Supply Technician                        | 33.52       |             |
| 01420       | Survey Worker                            | 19.47       |             |
| 01460       | Switchboard Operator/Receptionist        | 18.18       |             |
| 01531       | Travel Clerk I                           | 17.48       | ***         |
| 01532       | Travel Clerk II                          | 19.62       |             |
| 01533       | Travel Clerk III                         | 21.95       |             |
| 01611       | Word Processor I                         | 17.11       | ***         |
| 01612       | Word Processor II                        | 19.21       |             |
| 01613       | Word Processor III                       | 21.50       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.90       |             |
| 05010       | Automotive Electrician                   | 22.10       |             |
| 05040       | Automotive Glass Installer               | 20.97       |             |
| 05070       | Automotive Worker                        | 20.97       |             |
| 05110       | Mobile Equipment Servicer                | 18.42       |             |
| 05130       | Motor Equipment Metal Mechanic           | 23.31       |             |
| 05160       | Motor Equipment Metal Worker             | 20.97       |             |
| 05190       | Motor Vehicle Mechanic                   | 23.31       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 17.10       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 19.76       |             |
| 05280       | Motor Vehicle Wrecker                    | 20.97       |             |
| 05310       | Painter, Automotive                      | 22.10       |             |
| 05340       | Radiator Repair Specialist               | 20.97       |             |
| 05370       | Tire Repairer                            | 17.41       | ***         |
| 05400       | Transmission Repair Specialist           | 23.31       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 18.57       |             |
| 07041       | Cook I                                   | 18.32       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 20.52       |             |
| 07070       | Dishwasher                                   | 15.19       | ***         |
| 07130       | Food Service Worker                          | 16.58       | ***         |
| 07210       | Meat Cutter                                  | 22.26       |             |
| 07260       | Waiter/Waitress                              | 20.86       |             |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.55       |             |
| 09040       | Furniture Handler                            | 12.95       | ***         |
| 09080       | Furniture Refinisher                         | 19.67       |             |
| 09090       | Furniture Refinisher Helper                  | 14.89       | ***         |
| 09110       | Furniture Repairer, Minor                    | 17.12       | ***         |
| 09130       | Upholsterer                                  | 19.67       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.85       | ***         |
| 11060       | Elevator Operator                            | 16.95       | ***         |
| 11090       | Gardener                                     | 22.24       |             |
| 11122       | Housekeeping Aide                            | 16.95       | ***         |
| 11150       | Janitor                                      | 16.95       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.97       |             |
| 11240       | Maid or Houseman                             | 16.48       | ***         |
| 11260       | Pruner                                       | 16.62       | ***         |
| 11270       | Tractor Operator                             | 20.64       |             |
| 11330       | Trail Maintenance Worker                     | 17.97       |             |
| 11360       | Window Cleaner                               | 18.30       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 19.83       |             |
| 12011       | Breath Alcohol Technician                    | 25.08       |             |
| 12012       | Certified Occupational Therapist Assistant   | 28.42       |             |
| 12015       | Certified Physical Therapist Assistant       | 28.82       |             |
| 12020       | Dental Assistant                             | 22.28       |             |
| 12025       | Dental Hygienist                             | 36.63       |             |
| 12030       | EKG Technician                               | 32.80       |             |
| 12035       | Electroneurodiagnostic Technologist          | 32.80       |             |
| 12040       | Emergency Medical Technician                 | 19.83       |             |
| 12071       | Licensed Practical Nurse I                   | 22.43       |             |
| 12072       | Licensed Practical Nurse II                  | 25.08       |             |
| 12073       | Licensed Practical Nurse III                 | 27.97       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 19.49       |             |
| 12130       | Medical Laboratory Technician                        | 35.29       |             |
| 12160       | Medical Record Clerk                                 | 21.82       |             |
| 12190       | Medical Record Technician                            | 24.41       |             |
| 12195       | Medical Transcriptionist                             | 20.32       |             |
| 12210       | Nuclear Medicine Technologist                        | 48.85       |             |
| 12221       | Nursing Assistant I                                  | 13.95       | ***         |
| 12222       | Nursing Assistant II                                 | 15.69       | ***         |
| 12223       | Nursing Assistant III                                | 17.12       | ***         |
| 12224       | Nursing Assistant IV                                 | 19.22       |             |
| 12235       | Optical Dispenser                                    | 27.98       |             |
| 12236       | Optical Technician                                   | 20.24       |             |
| 12250       | Pharmacy Technician                                  | 18.41       |             |
| 12280       | Phlebotomist                                         | 19.99       |             |
| 12305       | Radiologic Technologist                              | 34.77       |             |
| 12311       | Registered Nurse I                                   | 28.27       |             |
| 12312       | Registered Nurse II                                  | 34.58       |             |
| 12313       | Registered Nurse II, Specialist                      | 34.58       |             |
| 12314       | Registered Nurse III                                 | 41.83       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 41.83       |             |
| 12316       | Registered Nurse IV                                  | 50.14       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.08       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 25.58       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 21.85       |             |
| 13012       | Exhibits Specialist II                               | 27.09       |             |
| 13013       | Exhibits Specialist III                              | 33.12       |             |
| 13041       | Illustrator I                                        | 22.29       |             |
| 13042       | Illustrator II                                       | 27.62       |             |
| 13043       | Illustrator III                                      | 33.79       |             |
| 13047       | Librarian                                            | 30.59       |             |
| 13050       | Library Aide/Clerk                                   | 15.53       | ***         |
| 13054       | Library Information Technology Systems Administrator | 27.62       |             |
| 13058       | Library Technician                                   | 16.58       | ***         |
| 13061       | Media Specialist I                                   | 19.93       |             |
| 13062       | Media Specialist II                                  | 22.29       |             |
| 13063       | Media Specialist III                                 | 24.86       |             |

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 17.82       |             |
| 13072       | Photographer II                                 | 19.93       |             |
| 13073       | Photographer III                                | 24.70       |             |
| 13074       | Photographer IV                                 | 30.20       |             |
| 13075       | Photographer V                                  | 36.54       |             |
| 13090       | Technical Order Library Clerk                   | 19.49       |             |
| 13110       | Video Teleconference Technician                 | 23.75       |             |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 21.08       |             |
| 14042       | Computer Operator II                            | 23.58       |             |
| 14043       | Computer Operator III                           | 26.29       |             |
| 14044       | Computer Operator IV                            | 29.21       |             |
| 14045       | Computer Operator V                             | 32.35       |             |
| 14071       | Computer Programmer I                           | 24.12       | see 1       |
| 14072       | Computer Programmer II                          |             | see 1       |
| 14073       | Computer Programmer III                         |             | see 1       |
| 14074       | Computer Programmer IV                          |             | see 1       |
| 14101       | Computer Systems Analyst I                      |             | see 1       |
| 14102       | Computer Systems Analyst II                     |             | see 1       |
| 14103       | Computer Systems Analyst III                    |             | see 1       |
| 14150       | Peripheral Equipment Operator                   | 21.08       |             |
| 14160       | Personal Computer Support Technician            | 29.21       |             |
| 14170       | System Support Specialist                       | 33.09       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 31.66       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 38.31       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 45.93       |             |
| 15050       | Computer Based Training Specialist / Instructor | 32.64       |             |
| 15060       | Educational Technologist                        | 36.89       |             |
| 15070       | Flight Instructor (Pilot)                       | 45.93       |             |
| 15080       | Graphic Artist                                  | 27.87       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 45.93       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 45.93       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 45.93       |             |
| 15090       | Technical Instructor                            | 26.03       |             |
| 15095       | Technical Instructor/Course Developer           | 31.84       |             |
| 15110       | Test Proctor                                    | 21.01       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15120       | Tutor                                                   | 21.01       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 17.28       | ***         |
| 16030       | Counter Attendant                                       | 17.28       | ***         |
| 16040       | Dry Cleaner                                             | 19.74       |             |
| 16070       | Finisher, Flatwork, Machine                             | 17.28       | ***         |
| 16090       | Presser, Hand                                           | 17.28       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 17.28       | ***         |
| 16130       | Presser, Machine, Shirts                                | 17.28       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 17.28       | ***         |
| 16190       | Sewing Machine Operator                                 | 20.56       |             |
| 16220       | Tailor                                                  | 21.38       |             |
| 16250       | Washer, Machine                                         | 18.10       |             |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.65       |             |
| 19040       | Tool And Die Maker                                      | 29.46       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 23.60       |             |
| 21030       | Material Coordinator                                    | 24.58       |             |
| 21040       | Material Expediter                                      | 24.58       |             |
| 21050       | Material Handling Laborer                               | 18.41       |             |
| 21071       | Order Filler                                            | 18.52       |             |
| 21080       | Production Line Worker (Food Processing)                | 23.60       |             |
| 21110       | Shipping Packer                                         | 21.57       |             |
| 21130       | Shipping/Receiving Clerk                                | 21.57       |             |
| 21140       | Store Worker I                                          | 17.19       | ***         |
| 21150       | Stock Clerk                                             | 21.58       |             |
| 21210       | Tools And Parts Attendant                               | 23.60       |             |
| 21410       | Warehouse Specialist                                    | 23.60       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 36.77       |             |
| 23019       | Aircraft Logs and Records Technician                    | 29.71       |             |
| 23021       | Aircraft Mechanic I                                     | 35.05       |             |
| 23022       | Aircraft Mechanic II                                    | 36.77       |             |
| 23023       | Aircraft Mechanic III                                   | 38.51       |             |
| 23040       | Aircraft Mechanic Helper                                | 25.71       |             |
| 23050       | Aircraft, Painter                                       | 33.23       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23060       | Aircraft Servicer                                                      | 29.71            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 33.23            |
| 23080       | Aircraft Worker                                                        | 31.53            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 31.53            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 35.05            |
| 23110       | Appliance Mechanic                                                     | 23.83            |
| 23120       | Bicycle Repairer                                                       | 26.56            |
| 23125       | Cable Splicer                                                          | 51.70            |
| 23130       | Carpenter, Maintenance                                                 | 26.07            |
| 23140       | Carpet Layer                                                           | 29.75            |
| 23160       | Electrician, Maintenance                                               | 33.99            |
| 23181       | Electronics Technician Maintenance I                                   | 29.75            |
| 23182       | Electronics Technician Maintenance II                                  | 31.15            |
| 23183       | Electronics Technician Maintenance III                                 | 32.56            |
| 23260       | Fabric Worker                                                          | 28.27            |
| 23290       | Fire Alarm System Mechanic                                             | 29.02            |
| 23310       | Fire Extinguisher Repairer                                             | 26.56            |
| 23311       | Fuel Distribution System Mechanic                                      | 43.93            |
| 23312       | Fuel Distribution System Operator                                      | 34.72            |
| 23370       | General Maintenance Worker                                             | 22.88            |
| 23380       | Ground Support Equipment Mechanic                                      | 35.05            |
| 23381       | Ground Support Equipment Servicer                                      | 29.71            |
| 23382       | Ground Support Equipment Worker                                        | 31.53            |
| 23391       | Gunsmith I                                                             | 26.56            |
| 23392       | Gunsmith II                                                            | 29.75            |
| 23393       | Gunsmith III                                                           | 32.56            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 29.24            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 30.47            |
| 23430       | Heavy Equipment Mechanic                                               | 28.82            |
| 23440       | Heavy Equipment Operator                                               | 29.50            |
| 23460       | Instrument Mechanic                                                    | 30.09            |
| 23465       | Laboratory/Shelter Mechanic                                            | 31.15            |
| 23470       | Laborer                                                                | 18.41            |
| 23510       | Locksmith                                                              | 31.15            |
| 23530       | Machinery Maintenance Mechanic                                         | 32.31            |
| 23550       | Machinist, Maintenance                                                 | 26.32            |
| 23580       | Maintenance Trades Helper                                              | 18.42            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23591       | Metrology Technician I                            | 30.09       |             |
| 23592       | Metrology Technician II                           | 31.55       |             |
| 23593       | Metrology Technician III                          | 33.04       |             |
| 23640       | Millwright                                        | 32.95       |             |
| 23710       | Office Appliance Repairer                         | 23.47       |             |
| 23760       | Painter, Maintenance                              | 25.45       |             |
| 23790       | Pipefitter, Maintenance                           | 31.40       |             |
| 23810       | Plumber, Maintenance                              | 29.79       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 32.56       |             |
| 23850       | Rigger                                            | 32.56       |             |
| 23870       | Scale Mechanic                                    | 29.75       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 31.24       |             |
| 23910       | Small Engine Mechanic                             | 22.09       |             |
| 23931       | Telecommunications Mechanic I                     | 35.33       |             |
| 23932       | Telecommunications Mechanic II                    | 36.81       |             |
| 23950       | Telephone Lineman                                 | 36.48       |             |
| 23960       | Welder, Combination, Maintenance                  | 25.36       |             |
| 23965       | Well Driller                                      | 31.90       |             |
| 23970       | Woodcraft Worker                                  | 32.56       |             |
| 23980       | Woodworker                                        | 26.56       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.91       |             |
| 24570       | Child Care Attendant                              | 15.69       | ***         |
| 24580       | Child Care Center Clerk                           | 19.56       |             |
| 24610       | Chore Aide                                        | 17.66       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.91       |             |
| 24630       | Homemaker                                         | 19.91       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 32.95       |             |
| 25040       | Sewage Plant Operator                             | 29.28       |             |
| 25070       | Stationary Engineer                               | 32.95       |             |
| 25190       | Ventilation Equipment Tender                      | 24.63       |             |
| 25210       | Water Treatment Plant Operator                    | 29.28       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 26.99       |             |
| 27007       | Baggage Inspector                                 | 18.64       |             |
| 27008       | Corrections Officer                               | 34.39       |             |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27010       | Court Security Officer                         | 36.38       |             |
| 27030       | Detection Dog Handler                          | 20.85       |             |
| 27040       | Detention Officer                              | 34.39       |             |
| 27070       | Firefighter                                    | 39.28       |             |
| 27101       | Guard I                                        | 18.64       |             |
| 27102       | Guard II                                       | 20.85       |             |
| 27131       | Police Officer I                               | 35.83       |             |
| 27132       | Police Officer II                              | 39.81       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 18.69       |             |
| 28042       | Carnival Equipment Repairer                    | 19.82       |             |
| 28043       | Carnival Worker                                | 15.10       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 19.83       |             |
| 28310       | Lifeguard                                      | 15.47       | ***         |
| 28350       | Park Attendant (Aide)                          | 22.18       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 16.19       | ***         |
| 28515       | Recreation Specialist                          | 27.48       |             |
| 28630       | Sports Official                                | 17.67       | ***         |
| 28690       | Swimming Pool Operator                         | 22.20       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 39.96       |             |
| 29020       | Hatch Tender                                   | 39.96       |             |
| 29030       | Line Handler                                   | 39.97       |             |
| 29041       | Stevedore I                                    | 37.80       |             |
| 29042       | Stevedore II                                   | 42.13       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.17       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.22       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.58       |             |
| 30021       | Archeological Technician I                     | 19.60       |             |
| 30022       | Archeological Technician II                    | 21.92       |             |
| 30023       | Archeological Technician III                   | 27.16       |             |
| 30030       | Cartographic Technician                        | 27.16       |             |
| 30040       | Civil Engineering Technician                   | 32.41       |             |
| 30051       | Cryogenic Technician I                         | 30.08       |             |
| 30052       | Cryogenic Technician II                        | 33.23       |             |
| 30061       | Drafter/CAD Operator I                         | 19.60       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30062       | Drafter/CAD Operator II                                  | 21.92            |
| 30063       | Drafter/CAD Operator III                                 | 24.45            |
| 30064       | Drafter/CAD Operator IV                                  | 30.08            |
| 30081       | Engineering Technician I                                 | 16.93 ***        |
| 30082       | Engineering Technician II                                | 19.00            |
| 30083       | Engineering Technician III                               | 21.61            |
| 30084       | Engineering Technician IV                                | 27.09            |
| 30085       | Engineering Technician V                                 | 32.20            |
| 30086       | Engineering Technician VI                                | 38.96            |
| 30090       | Environmental Technician                                 | 24.51            |
| 30095       | Evidence Control Specialist                              | 27.16            |
| 30210       | Laboratory Technician                                    | 27.43            |
| 30221       | Latent Fingerprint Technician I                          | 30.08            |
| 30222       | Latent Fingerprint Technician II                         | 33.23            |
| 30240       | Mathematical Technician                                  | 29.19            |
| 30361       | Paralegal/Legal Assistant I                              | 22.59            |
| 30362       | Paralegal/Legal Assistant II                             | 28.79            |
| 30363       | Paralegal/Legal Assistant III                            | 35.22            |
| 30364       | Paralegal/Legal Assistant IV                             | 42.61            |
| 30375       | Petroleum Supply Specialist                              | 33.23            |
| 30390       | Photo-Optics Technician                                  | 27.16            |
| 30395       | Radiation Control Technician                             | 33.23            |
| 30461       | Technical Writer I                                       | 27.16            |
| 30462       | Technical Writer II                                      | 33.23            |
| 30463       | Technical Writer III                                     | 40.20            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.62            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.05            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.40            |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.62            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.62            |
| 30501       | Weather Forecaster I                                     | 30.08            |
| 30502       | Weather Forecaster II                                    | 36.59            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.45 see 2      |
| 30621       | Weather Observer, Senior                                 | 27.16 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 37.05            |
| 31020       | Bus Aide                                                 | 19.33            |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 26.57       |             |
| 31043       | Driver Courier                  | 18.35       |             |
| 31260       | Parking and Lot Attendant       | 16.50       | ***         |
| 31290       | Shuttle Bus Driver              | 16.03       | ***         |
| 31310       | Taxi Driver                     | 14.61       | ***         |
| 31361       | Truckdriver, Light              | 19.46       |             |
| 31362       | Truckdriver, Medium             | 20.71       |             |
| 31363       | Truckdriver, Heavy              | 27.55       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 27.55       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 18.06       |             |
| 99030       | Cashier                         | 15.53       | ***         |
| 99050       | Desk Clerk                      | 16.83       | ***         |
| 99095       | Embalmer                        | 33.14       |             |
| 99130       | Flight Follower                 | 30.62       |             |
| 99251       | Laboratory Animal Caretaker I   | 18.24       |             |
| 99252       | Laboratory Animal Caretaker II  | 19.34       |             |
| 99260       | Marketing Analyst               | 34.89       |             |
| 99310       | Mortician                       | 33.14       |             |
| 99410       | Pest Controller                 | 21.75       |             |
| 99510       | Photofinishing Worker           | 16.09       | ***         |
| 99710       | Recycling Laborer               | 23.52       |             |
| 99711       | Recycling Specialist            | 28.34       |             |
| 99730       | Refuse Collector                | 22.72       |             |
| 99810       | Sales Clerk                     | 16.68       | ***         |
| 99820       | School Crossing Guard           | 17.17       | ***         |
| 99830       | Survey Party Chief              | 30.39       |             |
| 99831       | Surveying Aide                  | 19.04       |             |
| 99832       | Surveying Technician            | 26.13       |             |
| 99840       | Vending Machine Attendant       | 19.88       |             |
| 99841       | Vending Machine Repairer        | 23.61       |             |
| 99842       | Vending Machine Repairer Helper | 19.88       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 employee (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)).

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## **Wage Determination No. : 2015-5863**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/06/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Delaware

Area: Delaware County of Sussex

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |



| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01011       | Accounting Clerk I                   | 19.35       |             |
| 01012       | Accounting Clerk II                  | 21.72       |             |
| 01013       | Accounting Clerk III                 | 24.30       |             |
| 01020       | Administrative Assistant             | 29.28       |             |
| 01035       | Court Reporter                       | 21.97       |             |
| 01041       | Customer Service Representative I    | 16.81       | ***         |
| 01042       | Customer Service Representative II   | 18.34       |             |
| 01043       | Customer Service Representative III  | 20.59       |             |
| 01051       | Data Entry Operator I                | 16.03       | ***         |
| 01052       | Data Entry Operator II               | 17.49       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 22.66       |             |
| 01070       | Document Preparation Clerk           | 17.50       | ***         |
| 01090       | Duplicating Machine Operator         | 17.50       | ***         |
| 01111       | General Clerk I                      | 16.56       | ***         |
| 01112       | General Clerk II                     | 18.07       |             |
| 01113       | General Clerk III                    | 20.28       |             |
| 01120       | Housing Referral Assistant           | 24.50       |             |
| 01141       | Messenger Courier                    | 16.92       | ***         |
| 01191       | Order Clerk I                        | 16.72       | ***         |
| 01192       | Order Clerk II                       | 18.25       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.67       |             |
| 01262       | Personnel Assistant (Employment) II  | 22.00       |             |
| 01263       | Personnel Assistant (Employment) III | 24.52       |             |
| 01270       | Production Control Clerk             | 24.85       |             |
| 01290       | Rental Clerk                         | 20.50       |             |
| 01300       | Scheduler, Maintenance               | 19.64       |             |
| 01311       | Secretary I                          | 19.64       |             |
| 01312       | Secretary II                         | 21.97       |             |
| 01313       | Secretary III                        | 24.50       |             |
| 01320       | Service Order Dispatcher             | 20.26       |             |
| 01410       | Supply Technician                    | 29.28       |             |
| 01420       | Survey Worker                        | 19.58       |             |
| 01460       | Switchboard Operator/Receptionist    | 17.17       | ***         |
| 01531       | Travel Clerk I                       | 18.27       |             |
| 01532       | Travel Clerk II                      | 19.86       |             |
| 01533       | Travel Clerk III                     | 22.22       |             |
| 01611       | Word Processor I                     | 17.50       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01612       | Word Processor II                            | 19.64       |             |
| 01613       | Word Processor III                           | 21.97       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 23.13       |             |
| 05010       | Automotive Electrician                       | 21.84       |             |
| 05040       | Automotive Glass Installer                   | 20.77       |             |
| 05070       | Automotive Worker                            | 20.77       |             |
| 05110       | Mobile Equipment Servicer                    | 18.50       |             |
| 05130       | Motor Equipment Metal Mechanic               | 22.75       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.77       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.75       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.18       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.77       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.77       |             |
| 05310       | Painter, Automotive                          | 21.84       |             |
| 05340       | Radiator Repair Specialist                   | 20.77       |             |
| 05370       | Tire Repairer                                | 17.78       |             |
| 05400       | Transmission Repair Specialist               | 22.75       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 17.96       |             |
| 07041       | Cook I                                       | 19.26       |             |
| 07042       | Cook II                                      | 21.63       |             |
| 07070       | Dishwasher                                   | 14.58       | ***         |
| 07130       | Food Service Worker                          | 15.60       | ***         |
| 07210       | Meat Cutter                                  | 20.12       |             |
| 07260       | Waiter/Waitress                              | 14.80       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 23.85       |             |
| 09040       | Furniture Handler                            | 15.94       | ***         |
| 09080       | Furniture Refinisher                         | 24.27       |             |
| 09090       | Furniture Refinisher Helper                  | 18.85       |             |
| 09110       | Furniture Repairer, Minor                    | 21.82       |             |
| 09130       | Upholsterer                                  | 24.33       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.24       | ***         |
| 11060       | Elevator Operator                            | 17.17       | ***         |
| 11090       | Gardener                                     | 22.27       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11122       | Housekeeping Aide                          | 17.17       | ***         |
| 11150       | Janitor                                    | 17.17       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 17.43       | ***         |
| 11240       | Maid or Houseman                           | 15.27       | ***         |
| 11260       | Pruner                                     | 15.81       | ***         |
| 11270       | Tractor Operator                           | 20.68       |             |
| 11330       | Trail Maintenance Worker                   | 17.43       | ***         |
| 11360       | Window Cleaner                             | 18.90       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 20.80       |             |
| 12011       | Breath Alcohol Technician                  | 28.22       |             |
| 12012       | Certified Occupational Therapist Assistant | 37.37       |             |
| 12015       | Certified Physical Therapist Assistant     | 31.29       |             |
| 12020       | Dental Assistant                           | 22.69       |             |
| 12025       | Dental Hygienist                           | 49.92       |             |
| 12030       | EKG Technician                             | 42.11       |             |
| 12035       | Electroneurodiagnostic Technologist        | 42.11       |             |
| 12040       | Emergency Medical Technician               | 20.80       |             |
| 12071       | Licensed Practical Nurse I                 | 25.23       |             |
| 12072       | Licensed Practical Nurse II                | 28.22       |             |
| 12073       | Licensed Practical Nurse III               | 31.45       |             |
| 12100       | Medical Assistant                          | 20.07       |             |
| 12130       | Medical Laboratory Technician              | 33.04       |             |
| 12160       | Medical Record Clerk                       | 22.81       |             |
| 12190       | Medical Record Technician                  | 25.51       |             |
| 12195       | Medical Transcriptionist                   | 21.10       |             |
| 12210       | Nuclear Medicine Technologist              | 56.97       |             |
| 12221       | Nursing Assistant I                        | 14.88       | ***         |
| 12222       | Nursing Assistant II                       | 16.73       | ***         |
| 12223       | Nursing Assistant III                      | 18.26       |             |
| 12224       | Nursing Assistant IV                       | 20.52       |             |
| 12235       | Optical Dispenser                          | 20.92       |             |
| 12236       | Optical Technician                         | 25.23       |             |
| 12250       | Pharmacy Technician                        | 19.45       |             |
| 12280       | Phlebotomist                               | 19.23       |             |
| 12305       | Radiologic Technologist                    | 35.61       |             |
| 12311       | Registered Nurse I                         | 29.39       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12312       | Registered Nurse II                                  | 35.95       |             |
| 12313       | Registered Nurse II, Specialist                      | 35.95       |             |
| 12314       | Registered Nurse III                                 | 43.49       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 43.49       |             |
| 12316       | Registered Nurse IV                                  | 52.13       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 34.95       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 23.88       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 23.12       |             |
| 13012       | Exhibits Specialist II                               | 28.65       |             |
| 13013       | Exhibits Specialist III                              | 35.05       |             |
| 13041       | Illustrator I                                        | 23.12       |             |
| 13042       | Illustrator II                                       | 28.65       |             |
| 13043       | Illustrator III                                      | 35.05       |             |
| 13047       | Librarian                                            | 31.73       |             |
| 13050       | Library Aide/Clerk                                   | 14.10       | ***         |
| 13054       | Library Information Technology Systems Administrator | 28.65       |             |
| 13058       | Library Technician                                   | 22.09       |             |
| 13061       | Media Specialist I                                   | 20.67       |             |
| 13062       | Media Specialist II                                  | 23.12       |             |
| 13063       | Media Specialist III                                 | 25.79       |             |
| 13071       | Photographer I                                       | 19.48       |             |
| 13072       | Photographer II                                      | 22.52       |             |
| 13073       | Photographer III                                     | 25.70       |             |
| 13074       | Photographer IV                                      | 31.58       |             |
| 13075       | Photographer V                                       | 37.33       |             |
| 13090       | Technical Order Library Clerk                        | 17.70       | ***         |
| 13110       | Video Teleconference Technician                      | 23.18       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 21.04       |             |
| 14042       | Computer Operator II                                 | 23.53       |             |
| 14043       | Computer Operator III                                | 26.24       |             |
| 14044       | Computer Operator IV                                 | 29.16       |             |
| 14045       | Computer Operator V                                  | 32.29       |             |
| 14071       | Computer Programmer I                                | 22.50       | see 1       |
| 14072       | Computer Programmer II                               | 27.48       | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 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                           | 21.04       |             |
| 14160       | Personal Computer Support Technician                    | 29.16       |             |
| 14170       | System Support Specialist                               | 32.29       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 34.09       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.24       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 49.45       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 34.09       |             |
| 15060       | Educational Technologist                                | 38.25       |             |
| 15070       | Flight Instructor (Pilot)                               | 49.45       |             |
| 15080       | Graphic Artist                                          | 23.89       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 49.45       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.45       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.45       |             |
| 15090       | Technical Instructor                                    | 29.58       |             |
| 15095       | Technical Instructor/Course Developer                   | 36.19       |             |
| 15110       | Test Proctor                                            | 23.88       |             |
| 15120       | Tutor                                                   | 23.88       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 16.75       | ***         |
| 16030       | Counter Attendant                                       | 16.75       | ***         |
| 16040       | Dry Cleaner                                             | 19.14       |             |
| 16070       | Finisher, Flatwork, Machine                             | 16.75       | ***         |
| 16090       | Presser, Hand                                           | 16.75       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 16.75       | ***         |
| 16130       | Presser, Machine, Shirts                                | 16.75       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 16.75       | ***         |
| 16190       | Sewing Machine Operator                                 | 19.94       |             |
| 16220       | Tailor                                                  | 20.73       |             |
| 16250       | Washer, Machine                                         | 17.55       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.63       |             |
| 19040       | Tool And Die Maker                                      | 31.06       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 20.38       |             |
| 21030       | Material Coordinator                              | 24.85       |             |
| 21040       | Material Expediter                                | 24.85       |             |
| 21050       | Material Handling Laborer                         | 17.61       | ***         |
| 21071       | Order Filler                                      | 17.56       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 20.38       |             |
| 21110       | Shipping Packer                                   | 18.41       |             |
| 21130       | Shipping/Receiving Clerk                          | 18.41       |             |
| 21140       | Store Worker I                                    | 17.83       |             |
| 21150       | Stock Clerk                                       | 23.92       |             |
| 21210       | Tools And Parts Attendant                         | 20.38       |             |
| 21410       | Warehouse Specialist                              | 20.38       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 39.14       |             |
| 23019       | Aircraft Logs and Records Technician              | 32.10       |             |
| 23021       | Aircraft Mechanic I                               | 37.61       |             |
| 23022       | Aircraft Mechanic II                              | 39.14       |             |
| 23023       | Aircraft Mechanic III                             | 40.67       |             |
| 23040       | Aircraft Mechanic Helper                          | 27.78       |             |
| 23050       | Aircraft, Painter                                 | 35.57       |             |
| 23060       | Aircraft Servicer                                 | 32.10       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 35.57       |             |
| 23080       | Aircraft Worker                                   | 33.67       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 33.67       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 37.61       |             |
| 23110       | Appliance Mechanic                                | 24.00       |             |
| 23120       | Bicycle Repairer                                  | 21.45       |             |
| 23125       | Cable Splicer                                     | 45.17       |             |
| 23130       | Carpenter, Maintenance                            | 24.29       |             |
| 23140       | Carpet Layer                                      | 21.52       |             |
| 23160       | Electrician, Maintenance                          | 28.88       |             |
| 23181       | Electronics Technician Maintenance I              | 25.33       |             |
| 23182       | Electronics Technician Maintenance II             | 26.63       |             |
| 23183       | Electronics Technician Maintenance III            | 28.17       |             |
| 23260       | Fabric Worker                                     | 24.11       |             |
| 23290       | Fire Alarm System Mechanic                        | 26.38       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23310       | Fire Extinguisher Repairer                                             | 22.56       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 29.35       |             |
| 23312       | Fuel Distribution System Operator                                      | 23.38       |             |
| 23370       | General Maintenance Worker                                             | 21.63       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 37.61       |             |
| 23381       | Ground Support Equipment Servicer                                      | 32.10       |             |
| 23382       | Ground Support Equipment Worker                                        | 33.67       |             |
| 23391       | Gunsmith I                                                             | 22.56       |             |
| 23392       | Gunsmith II                                                            | 25.33       |             |
| 23393       | Gunsmith III                                                           | 27.75       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.48       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.55       |             |
| 23430       | Heavy Equipment Mechanic                                               | 28.95       |             |
| 23440       | Heavy Equipment Operator                                               | 24.24       |             |
| 23460       | Instrument Mechanic                                                    | 27.75       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.63       |             |
| 23470       | Laborer                                                                | 17.61       | ***         |
| 23510       | Locksmith                                                              | 24.24       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 27.13       |             |
| 23550       | Machinist, Maintenance                                                 | 23.76       |             |
| 23580       | Maintenance Trades Helper                                              | 16.96       | ***         |
| 23591       | Metrology Technician I                                                 | 27.75       |             |
| 23592       | Metrology Technician II                                                | 28.87       |             |
| 23593       | Metrology Technician III                                               | 30.00       |             |
| 23640       | Millwright                                                             | 26.62       |             |
| 23710       | Office Appliance Repairer                                              | 24.62       |             |
| 23760       | Painter, Maintenance                                                   | 21.42       |             |
| 23790       | Pipefitter, Maintenance                                                | 28.67       |             |
| 23810       | Plumber, Maintenance                                                   | 27.52       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 27.75       |             |
| 23850       | Rigger                                                                 | 27.75       |             |
| 23870       | Scale Mechanic                                                         | 25.33       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 22.46       |             |
| 23910       | Small Engine Mechanic                                                  | 21.78       |             |
| 23931       | Telecommunications Mechanic I                                          | 29.57       |             |
| 23932       | Telecommunications Mechanic II                                         | 30.98       |             |
| 23950       | Telephone Lineman                                                      | 41.07       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23960       | Welder, Combination, Maintenance                  | 24.57       |             |
| 23965       | Well Driller                                      | 26.38       |             |
| 23970       | Woodcraft Worker                                  | 27.75       |             |
| 23980       | Woodworker                                        | 22.56       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.64       |             |
| 24570       | Child Care Attendant                              | 15.63       | ***         |
| 24580       | Child Care Center Clerk                           | 19.48       |             |
| 24610       | Chore Aide                                        | 14.60       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.64       |             |
| 24630       | Homemaker                                         | 18.64       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 30.84       |             |
| 25040       | Sewage Plant Operator                             | 25.65       |             |
| 25070       | Stationary Engineer                               | 30.84       |             |
| 25190       | Ventilation Equipment Tender                      | 23.28       |             |
| 25210       | Water Treatment Plant Operator                    | 25.65       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 22.37       |             |
| 27007       | Baggage Inspector                                 | 18.00       |             |
| 27008       | Corrections Officer                               | 27.37       |             |
| 27010       | Court Security Officer                            | 24.42       |             |
| 27030       | Detection Dog Handler                             | 20.13       |             |
| 27040       | Detention Officer                                 | 27.37       |             |
| 27070       | Firefighter                                       | 22.92       |             |
| 27101       | Guard I                                           | 18.00       |             |
| 27102       | Guard II                                          | 20.13       |             |
| 27131       | Police Officer I                                  | 32.55       |             |
| 27132       | Police Officer II                                 | 36.17       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 18.38       |             |
| 28042       | Carnival Equipment Repairer                       | 19.80       |             |
| 28043       | Carnival Worker                                   | 14.06       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 21.12       |             |
| 28310       | Lifeguard                                         | 14.98       | ***         |
| 28350       | Park Attendant (Aide)                             | 23.62       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 17.24       | ***         |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28515       | Recreation Specialist                          | 29.26            |
| 28630       | Sports Official                                | 18.81            |
| 28690       | Swimming Pool Operator                         | 22.23            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 25.33            |
| 29020       | Hatch Tender                                   | 25.33            |
| 29030       | Line Handler                                   | 25.33            |
| 29041       | Stevedore I                                    | 24.11            |
| 29042       | Stevedore II                                   | 26.63            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 50.77            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 35.01            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 38.56            |
| 30021       | Archeological Technician I                     | 19.39            |
| 30022       | Archeological Technician II                    | 21.69            |
| 30023       | Archeological Technician III                   | 26.88            |
| 30030       | Cartographic Technician                        | 26.88            |
| 30040       | Civil Engineering Technician                   | 24.28            |
| 30051       | Cryogenic Technician I                         | 29.76            |
| 30052       | Cryogenic Technician II                        | 32.88            |
| 30061       | Drafter/CAD Operator I                         | 19.39            |
| 30062       | Drafter/CAD Operator II                        | 21.69            |
| 30063       | Drafter/CAD Operator III                       | 24.19            |
| 30064       | Drafter/CAD Operator IV                        | 29.76            |
| 30081       | Engineering Technician I                       | 18.05            |
| 30082       | Engineering Technician II                      | 20.26            |
| 30083       | Engineering Technician III                     | 22.67            |
| 30084       | Engineering Technician IV                      | 28.07            |
| 30085       | Engineering Technician V                       | 34.35            |
| 30086       | Engineering Technician VI                      | 41.55            |
| 30090       | Environmental Technician                       | 25.69            |
| 30095       | Evidence Control Specialist                    | 26.88            |
| 30210       | Laboratory Technician                          | 23.85            |
| 30221       | Latent Fingerprint Technician I                | 29.76            |
| 30222       | Latent Fingerprint Technician II               | 32.88            |
| 30240       | Mathematical Technician                        | 26.88            |
| 30361       | Paralegal/Legal Assistant I                    | 22.70            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30362       | Paralegal/Legal Assistant II                             | 28.14            |
| 30363       | Paralegal/Legal Assistant III                            | 34.40            |
| 30364       | Paralegal/Legal Assistant IV                             | 41.62            |
| 30375       | Petroleum Supply Specialist                              | 32.88            |
| 30390       | Photo-Optics Technician                                  | 26.88            |
| 30395       | Radiation Control Technician                             | 32.88            |
| 30461       | Technical Writer I                                       | 29.57            |
| 30462       | Technical Writer II                                      | 36.17            |
| 30463       | Technical Writer III                                     | 43.75            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 32.27            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 39.04            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 46.79            |
| 30494       | Unexploded (UXO) Safety Escort                           | 32.27            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 32.27            |
| 30501       | Weather Forecaster I                                     | 29.76            |
| 30502       | Weather Forecaster II                                    | 36.20            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.19 see 2      |
| 30621       | Weather Observer, Senior                                 | 26.88 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 39.04            |
| 31020       | Bus Aide                                                 | 13.56 ***        |
| 31030       | Bus Driver                                               | 18.84            |
| 31043       | Driver Courier                                           | 17.05 ***        |
| 31260       | Parking and Lot Attendant                                | 13.66 ***        |
| 31290       | Shuttle Bus Driver                                       | 18.81            |
| 31310       | Taxi Driver                                              | 14.87 ***        |
| 31361       | Truckdriver, Light                                       | 18.36            |
| 31362       | Truckdriver, Medium                                      | 19.62            |
| 31363       | Truckdriver, Heavy                                       | 25.93            |
| 31364       | Truckdriver, Tractor-Trailer                             | 25.93            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 19.03            |
| 99030       | Cashier                                                  | 14.54 ***        |
| 99050       | Desk Clerk                                               | 15.44 ***        |
| 99095       | Embalmer                                                 | 32.27            |
| 99130       | Flight Follower                                          | 32.27            |
| 99251       | Laboratory Animal Caretaker I                            | 18.88            |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99252       | Laboratory Animal Caretaker II  | 20.47       |             |
| 99260       | Marketing Analyst               | 31.19       |             |
| 99310       | Mortician                       | 32.27       |             |
| 99410       | Pest Controller                 | 22.11       |             |
| 99510       | Photofinishing Worker           | 16.96       | ***         |
| 99710       | Recycling Laborer               | 20.12       |             |
| 99711       | Recycling Specialist            | 23.86       |             |
| 99730       | Refuse Collector                | 18.25       |             |
| 99810       | Sales Clerk                     | 15.86       | ***         |
| 99820       | School Crossing Guard           | 19.87       |             |
| 99830       | Survey Party Chief              | 27.58       |             |
| 99831       | Surveying Aide                  | 18.06       |             |
| 99832       | Surveying Technician            | 24.75       |             |
| 99840       | Vending Machine Attendant       | 24.59       |             |
| 99841       | Vending Machine Repairer        | 29.00       |             |
| 99842       | Vending Machine Repairer Helper | 25.09       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5865**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/23/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Pennsylvania

Area: Pennsylvania County of Lawrence

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.66       | ***         |
| 01012       | Accounting Clerk II                             | 19.82       |             |
| 01013       | Accounting Clerk III                            | 22.17       |             |
| 01020       | Administrative Assistant                        | 32.27       |             |
| 01035       | Court Reporter                                  | 22.52       |             |
| 01041       | Customer Service Representative I               | 16.01       | ***         |
| 01042       | Customer Service Representative II              | 17.47       | ***         |
| 01043       | Customer Service Representative III             | 19.60       |             |
| 01051       | Data Entry Operator I                           | 16.58       | ***         |
| 01052       | Data Entry Operator II                          | 18.08       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 23.18       |             |
| 01070       | Document Preparation Clerk                      | 17.24       | ***         |
| 01090       | Duplicating Machine Operator                    | 17.24       | ***         |
| 01111       | General Clerk I                                 | 16.13       | ***         |
| 01112       | General Clerk II                                | 17.60       | ***         |
| 01113       | General Clerk III                               | 19.75       |             |



| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01120       | Housing Referral Assistant           | 22.90       |             |
| 01141       | Messenger Courier                    | 15.75       | ***         |
| 01191       | Order Clerk I                        | 19.72       |             |
| 01192       | Order Clerk II                       | 21.52       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.45       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.76       |             |
| 01263       | Personnel Assistant (Employment) III | 24.25       |             |
| 01270       | Production Control Clerk             | 25.08       |             |
| 01290       | Rental Clerk                         | 18.53       |             |
| 01300       | Scheduler, Maintenance               | 18.37       |             |
| 01311       | Secretary I                          | 18.37       |             |
| 01312       | Secretary II                         | 20.55       |             |
| 01313       | Secretary III                        | 22.90       |             |
| 01320       | Service Order Dispatcher             | 20.72       |             |
| 01410       | Supply Technician                    | 32.27       |             |
| 01420       | Survey Worker                        | 20.11       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.91       | ***         |
| 01531       | Travel Clerk I                       | 16.38       | ***         |
| 01532       | Travel Clerk II                      | 18.27       |             |
| 01533       | Travel Clerk III                     | 19.76       |             |
| 01611       | Word Processor I                     | 17.11       | ***         |
| 01612       | Word Processor II                    | 19.21       |             |
| 01613       | Word Processor III                   | 21.49       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 23.56       |             |
| 05010       | Automotive Electrician               | 22.08       |             |
| 05040       | Automotive Glass Installer           | 20.87       |             |
| 05070       | Automotive Worker                    | 20.87       |             |
| 05110       | Mobile Equipment Servicer            | 18.43       |             |
| 05130       | Motor Equipment Metal Mechanic       | 23.13       |             |
| 05160       | Motor Equipment Metal Worker         | 20.87       |             |
| 05190       | Motor Vehicle Mechanic               | 23.13       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 17.22       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 19.66       |             |
| 05280       | Motor Vehicle Wrecker                | 20.87       |             |
| 05310       | Painter, Automotive                  | 22.08       |             |
| 05340       | Radiator Repair Specialist           | 20.87       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05370       | Tire Repairer                                | 18.03       |             |
| 05400       | Transmission Repair Specialist               | 23.13       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.54       | ***         |
| 07041       | Cook I                                       | 17.69       | ***         |
| 07042       | Cook II                                      | 20.04       |             |
| 07070       | Dishwasher                                   | 12.98       | ***         |
| 07130       | Food Service Worker                          | 14.55       | ***         |
| 07210       | Meat Cutter                                  | 19.14       |             |
| 07260       | Waiter/Waitress                              | 14.54       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.31       |             |
| 09040       | Furniture Handler                            | 13.96       | ***         |
| 09080       | Furniture Refinisher                         | 20.31       |             |
| 09090       | Furniture Refinisher Helper                  | 16.05       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.27       |             |
| 09130       | Upholsterer                                  | 18.78       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 15.97       | ***         |
| 11060       | Elevator Operator                            | 16.53       | ***         |
| 11090       | Gardener                                     | 21.10       |             |
| 11122       | Housekeeping Aide                            | 16.53       | ***         |
| 11150       | Janitor                                      | 16.53       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.25       | ***         |
| 11240       | Maid or Houseman                             | 15.05       | ***         |
| 11260       | Pruner                                       | 15.95       | ***         |
| 11270       | Tractor Operator                             | 19.82       |             |
| 11330       | Trail Maintenance Worker                     | 17.25       | ***         |
| 11360       | Window Cleaner                               | 17.88       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 16.98       | ***         |
| 12011       | Breath Alcohol Technician                    | 24.49       |             |
| 12012       | Certified Occupational Therapist Assistant   | 28.84       |             |
| 12015       | Certified Physical Therapist Assistant       | 27.87       |             |
| 12020       | Dental Assistant                             | 22.61       |             |
| 12025       | Dental Hygienist                             | 36.65       |             |
| 12030       | EKG Technician                               | 25.19       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12035       | Electroneurodiagnostic Technologist  | 25.19       |             |
| 12040       | Emergency Medical Technician         | 16.98       | ***         |
| 12071       | Licensed Practical Nurse I           | 21.90       |             |
| 12072       | Licensed Practical Nurse II          | 24.49       |             |
| 12073       | Licensed Practical Nurse III         | 27.31       |             |
| 12100       | Medical Assistant                    | 18.99       |             |
| 12130       | Medical Laboratory Technician        | 30.08       |             |
| 12160       | Medical Record Clerk                 | 20.08       |             |
| 12190       | Medical Record Technician            | 22.46       |             |
| 12195       | Medical Transcriptionist             | 21.35       |             |
| 12210       | Nuclear Medicine Technologist        | 48.93       |             |
| 12221       | Nursing Assistant I                  | 14.21       | ***         |
| 12222       | Nursing Assistant II                 | 15.99       | ***         |
| 12223       | Nursing Assistant III                | 17.45       | ***         |
| 12224       | Nursing Assistant IV                 | 19.58       |             |
| 12235       | Optical Dispenser                    | 19.54       |             |
| 12236       | Optical Technician                   | 19.91       |             |
| 12250       | Pharmacy Technician                  | 18.55       |             |
| 12280       | Phlebotomist                         | 18.72       |             |
| 12305       | Radiologic Technologist              | 30.88       |             |
| 12311       | Registered Nurse I                   | 26.38       |             |
| 12312       | Registered Nurse II                  | 32.26       |             |
| 12313       | Registered Nurse II, Specialist      | 32.26       |             |
| 12314       | Registered Nurse III                 | 39.03       |             |
| 12315       | Registered Nurse III, Anesthetist    | 39.03       |             |
| 12316       | Registered Nurse IV                  | 46.79       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 30.35       |             |
| 12320       | Substance Abuse Treatment Counselor  | 25.48       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 21.25       |             |
| 13012       | Exhibits Specialist II               | 27.77       |             |
| 13013       | Exhibits Specialist III              | 31.98       |             |
| 13041       | Illustrator I                        | 19.11       |             |
| 13042       | Illustrator II                       | 24.36       |             |
| 13043       | Illustrator III                      | 27.88       |             |
| 13047       | Librarian                            | 25.24       |             |
| 13050       | Library Aide/Clerk                   | 13.11       | ***         |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13054       | Library Information Technology Systems Administrator | 22.37       |             |
| 13058       | Library Technician                                   | 17.71       | ***         |
| 13061       | Media Specialist I                                   | 16.46       | ***         |
| 13062       | Media Specialist II                                  | 18.40       |             |
| 13063       | Media Specialist III                                 | 20.51       |             |
| 13071       | Photographer I                                       | 16.55       | ***         |
| 13072       | Photographer II                                      | 18.51       |             |
| 13073       | Photographer III                                     | 22.93       |             |
| 13074       | Photographer IV                                      | 28.04       |             |
| 13075       | Photographer V                                       | 33.93       |             |
| 13090       | Technical Order Library Clerk                        | 18.40       |             |
| 13110       | Video Teleconference Technician                      | 18.24       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 23.99       |             |
| 14042       | Computer Operator II                                 | 26.84       |             |
| 14043       | Computer Operator III                                | 29.91       |             |
| 14044       | Computer Operator IV                                 | 33.24       |             |
| 14045       | Computer Operator V                                  | 35.78       |             |
| 14071       | Computer Programmer I                                | 22.59       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 23.99       |             |
| 14160       | Personal Computer Support Technician                 | 33.24       |             |
| 14170       | System Support Specialist                            | 36.82       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 32.92       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 39.83       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 47.74       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 32.92       |             |
| 15060       | Educational Technologist                             | 41.02       |             |
| 15070       | Flight Instructor (Pilot)                            | 47.74       |             |
| 15080       | Graphic Artist                                       | 22.62       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop              | 47.74       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 47.74       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 47.74       |             |
| 15090       | Technical Instructor                                    | 25.04       |             |
| 15095       | Technical Instructor/Course Developer                   | 30.61       |             |
| 15110       | Test Proctor                                            | 20.20       |             |
| 15120       | Tutor                                                   | 20.20       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.08       | ***         |
| 16030       | Counter Attendant                                       | 12.08       | ***         |
| 16040       | Dry Cleaner                                             | 15.14       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.08       | ***         |
| 16090       | Presser, Hand                                           | 12.08       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.08       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.08       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.08       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.19       | ***         |
| 16220       | Tailor                                                  | 17.22       | ***         |
| 16250       | Washer, Machine                                         | 13.07       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 23.98       |             |
| 19040       | Tool And Die Maker                                      | 28.30       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.76       |             |
| 21030       | Material Coordinator                                    | 25.08       |             |
| 21040       | Material Expediter                                      | 25.08       |             |
| 21050       | Material Handling Laborer                               | 19.16       |             |
| 21071       | Order Filler                                            | 16.99       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.76       |             |
| 21110       | Shipping Packer                                         | 20.31       |             |
| 21130       | Shipping/Receiving Clerk                                | 20.31       |             |
| 21140       | Store Worker I                                          | 18.14       |             |
| 21150       | Stock Clerk                                             | 22.91       |             |
| 21210       | Tools And Parts Attendant                               | 20.76       |             |
| 21410       | Warehouse Specialist                                    | 20.76       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 32.70       |             |
| 23019       | Aircraft Logs and Records Technician                    | 27.12       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23021       | Aircraft Mechanic I                                                    | 31.50            |
| 23022       | Aircraft Mechanic II                                                   | 32.70            |
| 23023       | Aircraft Mechanic III                                                  | 34.00            |
| 23040       | Aircraft Mechanic Helper                                               | 23.83            |
| 23050       | Aircraft, Painter                                                      | 30.14            |
| 23060       | Aircraft Servicer                                                      | 27.12            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 30.14            |
| 23080       | Aircraft Worker                                                        | 28.67            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 28.67            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 31.50            |
| 23110       | Appliance Mechanic                                                     | 29.18            |
| 23120       | Bicycle Repairer                                                       | 25.36            |
| 23125       | Cable Splicer                                                          | 50.92            |
| 23130       | Carpenter, Maintenance                                                 | 24.76            |
| 23140       | Carpet Layer                                                           | 22.44            |
| 23160       | Electrician, Maintenance                                               | 32.93            |
| 23181       | Electronics Technician Maintenance I                                   | 30.02            |
| 23182       | Electronics Technician Maintenance II                                  | 31.57            |
| 23183       | Electronics Technician Maintenance III                                 | 33.00            |
| 23260       | Fabric Worker                                                          | 27.12            |
| 23290       | Fire Alarm System Mechanic                                             | 31.50            |
| 23310       | Fire Extinguisher Repairer                                             | 25.36            |
| 23311       | Fuel Distribution System Mechanic                                      | 37.14            |
| 23312       | Fuel Distribution System Operator                                      | 29.59            |
| 23370       | General Maintenance Worker                                             | 23.05            |
| 23380       | Ground Support Equipment Mechanic                                      | 31.50            |
| 23381       | Ground Support Equipment Servicer                                      | 27.12            |
| 23382       | Ground Support Equipment Worker                                        | 28.67            |
| 23391       | Gunsmith I                                                             | 25.36            |
| 23392       | Gunsmith II                                                            | 28.67            |
| 23393       | Gunsmith III                                                           | 31.50            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.03            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.02            |
| 23430       | Heavy Equipment Mechanic                                               | 29.85            |
| 23440       | Heavy Equipment Operator                                               | 25.59            |
| 23460       | Instrument Mechanic                                                    | 31.50            |
| 23465       | Laboratory/Shelter Mechanic                                            | 30.14            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23470                                         | Laborer                                           | 18.92       |             |
| 23510                                         | Locksmith                                         | 30.14       |             |
| 23530                                         | Machinery Maintenance Mechanic                    | 28.77       |             |
| 23550                                         | Machinist, Maintenance                            | 24.06       |             |
| 23580                                         | Maintenance Trades Helper                         | 16.43       | ***         |
| 23591                                         | Metrology Technician I                            | 31.50       |             |
| 23592                                         | Metrology Technician II                           | 32.70       |             |
| 23593                                         | Metrology Technician III                          | 34.00       |             |
| 23640                                         | Millwright                                        | 33.11       |             |
| 23710                                         | Office Appliance Repairer                         | 26.24       |             |
| 23760                                         | Painter, Maintenance                              | 21.52       |             |
| 23790                                         | Pipefitter, Maintenance                           | 31.04       |             |
| 23810                                         | Plumber, Maintenance                              | 29.65       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 31.50       |             |
| 23850                                         | Rigger                                            | 31.50       |             |
| 23870                                         | Scale Mechanic                                    | 28.67       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 31.50       |             |
| 23910                                         | Small Engine Mechanic                             | 20.95       |             |
| 23931                                         | Telecommunications Mechanic I                     | 32.11       |             |
| 23932                                         | Telecommunications Mechanic II                    | 33.33       |             |
| 23950                                         | Telephone Lineman                                 | 42.94       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 24.56       |             |
| 23965                                         | Well Driller                                      | 31.50       |             |
| 23970                                         | Woodcraft Worker                                  | 31.50       |             |
| 23980                                         | Woodworker                                        | 25.36       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 20.01       |             |
| 24570                                         | Child Care Attendant                              | 13.09       | ***         |
| 24580                                         | Child Care Center Clerk                           | 16.32       | ***         |
| 24610                                         | Chore Aide                                        | 14.07       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 20.01       |             |
| 24630                                         | Homemaker                                         | 20.01       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 31.90       |             |
| 25040                                         | Sewage Plant Operator                             | 26.54       |             |
| 25070                                         | Stationary Engineer                               | 31.90       |             |
| 25190                                         | Ventilation Equipment Tender                      | 24.11       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 25210       | Water Treatment Plant Operator                 | 26.54            |
| 27000       | Protective Service Occupations                 |                  |
| 27004       | Alarm Monitor                                  | 23.00            |
| 27007       | Baggage Inspector                              | 16.64 ***        |
| 27008       | Corrections Officer                            | 29.95            |
| 27010       | Court Security Officer                         | 29.13            |
| 27030       | Detection Dog Handler                          | 18.62            |
| 27040       | Detention Officer                              | 29.95            |
| 27070       | Firefighter                                    | 26.20            |
| 27101       | Guard I                                        | 16.64 ***        |
| 27102       | Guard II                                       | 18.62            |
| 27131       | Police Officer I                               | 32.13            |
| 27132       | Police Officer II                              | 35.71            |
| 28000       | Recreation Occupations                         |                  |
| 28041       | Carnival Equipment Operator                    | 13.89 ***        |
| 28042       | Carnival Equipment Repairer                    | 14.86 ***        |
| 28043       | Carnival Worker                                | 11.15 ***        |
| 28210       | Gate Attendant/Gate Tender                     | 17.82            |
| 28310       | Lifeguard                                      | 12.03 ***        |
| 28350       | Park Attendant (Aide)                          | 19.93            |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.55 ***        |
| 28515       | Recreation Specialist                          | 24.70            |
| 28630       | Sports Official                                | 15.88 ***        |
| 28690       | Swimming Pool Operator                         | 18.27            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 29.00            |
| 29020       | Hatch Tender                                   | 29.00            |
| 29030       | Line Handler                                   | 29.00            |
| 29041       | Stevedore I                                    | 27.32            |
| 29042       | Stevedore II                                   | 30.67            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 47.64            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.84            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.17            |
| 30021       | Archeological Technician I                     | 20.04            |
| 30022       | Archeological Technician II                    | 22.42            |
| 30023       | Archeological Technician III                   | 27.78            |



| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30030       | Cartographic Technician                  | 27.78            |
| 30040       | Civil Engineering Technician             | 29.50            |
| 30051       | Cryogenic Technician I                   | 30.76            |
| 30052       | Cryogenic Technician II                  | 33.98            |
| 30061       | Drafter/CAD Operator I                   | 20.04            |
| 30062       | Drafter/CAD Operator II                  | 22.42            |
| 30063       | Drafter/CAD Operator III                 | 25.00            |
| 30064       | Drafter/CAD Operator IV                  | 30.76            |
| 30081       | Engineering Technician I                 | 18.89            |
| 30082       | Engineering Technician II                | 21.20            |
| 30083       | Engineering Technician III               | 23.72            |
| 30084       | Engineering Technician IV                | 29.38            |
| 30085       | Engineering Technician V                 | 35.95            |
| 30086       | Engineering Technician VI                | 43.48            |
| 30090       | Environmental Technician                 | 25.91            |
| 30095       | Evidence Control Specialist              | 27.78            |
| 30210       | Laboratory Technician                    | 24.19            |
| 30221       | Latent Fingerprint Technician I          | 30.76            |
| 30222       | Latent Fingerprint Technician II         | 33.98            |
| 30240       | Mathematical Technician                  | 27.78            |
| 30361       | Paralegal/Legal Assistant I              | 23.57            |
| 30362       | Paralegal/Legal Assistant II             | 29.19            |
| 30363       | Paralegal/Legal Assistant III            | 35.70            |
| 30364       | Paralegal/Legal Assistant IV             | 43.19            |
| 30375       | Petroleum Supply Specialist              | 33.98            |
| 30390       | Photo-Optics Technician                  | 27.78            |
| 30395       | Radiation Control Technician             | 33.98            |
| 30461       | Technical Writer I                       | 29.32            |
| 30462       | Technical Writer II                      | 35.86            |
| 30463       | Technical Writer III                     | 43.39            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 30.28            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 36.63            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 43.90            |
| 30494       | Unexploded (UXO) Safety Escort           | 30.28            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 30.28            |
| 30501       | Weather Forecaster I                     | 30.76            |
| 30502       | Weather Forecaster II                    | 37.42            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.00 see 2      |
| 30621       | Weather Observer, Senior                                 | 27.78 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 36.63            |
| 31020       | Bus Aide                                                 | 16.18 ***        |
| 31030       | Bus Driver                                               | 20.32            |
| 31043       | Driver Courier                                           | 17.04 ***        |
| 31260       | Parking and Lot Attendant                                | 14.14 ***        |
| 31290       | Shuttle Bus Driver                                       | 16.12 ***        |
| 31310       | Taxi Driver                                              | 13.21 ***        |
| 31361       | Truckdriver, Light                                       | 18.14            |
| 31362       | Truckdriver, Medium                                      | 19.39            |
| 31363       | Truckdriver, Heavy                                       | 26.08            |
| 31364       | Truckdriver, Tractor-Trailer                             | 26.08            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 17.86            |
| 99030       | Cashier                                                  | 13.50 ***        |
| 99050       | Desk Clerk                                               | 14.23 ***        |
| 99095       | Embalmer                                                 | 29.71            |
| 99130       | Flight Follower                                          | 30.28            |
| 99251       | Laboratory Animal Caretaker I                            | 17.37 ***        |
| 99252       | Laboratory Animal Caretaker II                           | 18.58            |
| 99260       | Marketing Analyst                                        | 27.36            |
| 99310       | Mortician                                                | 29.71            |
| 99410       | Pest Controller                                          | 26.55            |
| 99510       | Photofinishing Worker                                    | 15.91 ***        |
| 99710       | Recycling Laborer                                        | 20.74            |
| 99711       | Recycling Specialist                                     | 23.88            |
| 99730       | Refuse Collector                                         | 19.17            |
| 99810       | Sales Clerk                                              | 14.43 ***        |
| 99820       | School Crossing Guard                                    | 15.39 ***        |
| 99830       | Survey Party Chief                                       | 29.02            |
| 99831       | Surveying Aide                                           | 17.28 ***        |
| 99832       | Surveying Technician                                     | 26.36            |
| 99840       | Vending Machine Attendant                                | 24.50            |
| 99841       | Vending Machine Repairer                                 | 29.48            |
| 99842       | Vending Machine Repairer Helper                          | 24.50            |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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**Wage Determination No. : 2015-5867**

# REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/23/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Pennsylvania

Area: Pennsylvania County of Clinton

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

## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 16.73 | ***  |
| 01012 | Accounting Clerk II                             | 18.77 |      |
| 01013 | Accounting Clerk III                            | 21.00 |      |
| 01020 | Administrative Assistant                        | 29.45 |      |
| 01035 | Court Reporter                                  | 21.39 |      |
| 01041 | Customer Service Representative I               | 15.27 | ***  |
| 01042 | Customer Service Representative II              | 16.66 | ***  |
| 01043 | Customer Service Representative III             | 18.70 |      |
| 01051 | Data Entry Operator I                           | 16.64 | ***  |
| 01052 | Data Entry Operator II                          | 18.16 |      |
| 01060 | Dispatcher, Motor Vehicle                       | 22.94 |      |
| 01070 | Document Preparation Clerk                      | 17.03 | ***  |
| 01090 | Duplicating Machine Operator                    | 17.03 | ***  |
| 01111 | General Clerk I                                 | 16.06 | ***  |
| 01112 | General Clerk II                                | 17.52 | ***  |
| 01113 | General Clerk III                               | 19.67 |      |
| 01120 | Housing Referral Assistant                      | 23.84 |      |
| 01141 | Messenger Courier                               | 15.76 | ***  |
| 01191 | Order Clerk I                                   | 17.53 | ***  |
| 01192 | Order Clerk II                                  | 20.54 |      |
| 01261 | Personnel Assistant (Employment) I              | 17.79 |      |
| 01262 | Personnel Assistant (Employment) II             | 19.90 |      |
| 01263 | Personnel Assistant (Employment) III            | 22.19 |      |
| 01270 | Production Control Clerk                        | 26.26 |      |
| 01290 | Rental Clerk                                    | 17.97 |      |
| 01300 | Scheduler, Maintenance                          | 19.12 |      |
| 01311 | Secretary I                                     | 19.12 |      |
| 01312 | Secretary II                                    | 21.39 |      |
| 01313 | Secretary III                                   | 23.84 |      |
| 01320 | Service Order Dispatcher                        | 20.51 |      |
| 01410 | Supply Technician                               | 29.45 |      |
| 01420 | Survey Worker                                   | 19.49 |      |
| 01460 | Switchboard Operator/Receptionist               | 15.91 | ***  |
| 01531 | Travel Clerk I                                  | 17.03 | ***  |



| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01532       | Travel Clerk II                              | 18.62       |             |
| 01533       | Travel Clerk III                             | 19.61       |             |
| 01611       | Word Processor I                             | 17.17       | ***         |
| 01612       | Word Processor II                            | 19.28       |             |
| 01613       | Word Processor III                           | 21.56       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 21.93       |             |
| 05010       | Automotive Electrician                       | 21.30       |             |
| 05040       | Automotive Glass Installer                   | 20.25       |             |
| 05070       | Automotive Worker                            | 20.25       |             |
| 05110       | Mobile Equipment Servicer                    | 18.13       |             |
| 05130       | Motor Equipment Metal Mechanic               | 22.31       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.25       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.31       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.02       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.21       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.25       |             |
| 05310       | Painter, Automotive                          | 21.30       |             |
| 05340       | Radiator Repair Specialist                   | 20.25       |             |
| 05370       | Tire Repairer                                | 17.86       |             |
| 05400       | Transmission Repair Specialist               | 22.31       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.09       | ***         |
| 07041       | Cook I                                       | 15.98       | ***         |
| 07042       | Cook II                                      | 17.85       |             |
| 07070       | Dishwasher                                   | 11.75       | ***         |
| 07130       | Food Service Worker                          | 13.33       | ***         |
| 07210       | Meat Cutter                                  | 18.08       |             |
| 07260       | Waiter/Waitress                              | 13.42       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.55       |             |
| 09040       | Furniture Handler                            | 15.02       | ***         |
| 09080       | Furniture Refinisher                         | 20.90       |             |
| 09090       | Furniture Refinisher Helper                  | 16.81       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.72       |             |
| 09130       | Upholsterer                                  | 20.08       |             |
| 11000       | General Services And Support Occupations     |             |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11030       | Cleaner, Vehicles                          | 16.68       | ***         |
| 11060       | Elevator Operator                          | 16.50       | ***         |
| 11090       | Gardener                                   | 21.11       |             |
| 11122       | Housekeeping Aide                          | 16.50       | ***         |
| 11150       | Janitor                                    | 16.50       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 17.33       | ***         |
| 11240       | Maid or Houseman                           | 14.16       | ***         |
| 11260       | Pruner                                     | 16.15       | ***         |
| 11270       | Tractor Operator                           | 19.81       |             |
| 11330       | Trail Maintenance Worker                   | 17.33       | ***         |
| 11360       | Window Cleaner                             | 17.73       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 17.62       | ***         |
| 12011       | Breath Alcohol Technician                  | 24.40       |             |
| 12012       | Certified Occupational Therapist Assistant | 28.90       |             |
| 12015       | Certified Physical Therapist Assistant     | 28.84       |             |
| 12020       | Dental Assistant                           | 20.32       |             |
| 12025       | Dental Hygienist                           | 31.12       |             |
| 12030       | EKG Technician                             | 32.07       |             |
| 12035       | Electroneurodiagnostic Technologist        | 32.07       |             |
| 12040       | Emergency Medical Technician               | 17.62       | ***         |
| 12071       | Licensed Practical Nurse I                 | 21.81       |             |
| 12072       | Licensed Practical Nurse II                | 24.40       |             |
| 12073       | Licensed Practical Nurse III               | 27.21       |             |
| 12100       | Medical Assistant                          | 19.00       |             |
| 12130       | Medical Laboratory Technician              | 30.25       |             |
| 12160       | Medical Record Clerk                       | 20.31       |             |
| 12190       | Medical Record Technician                  | 22.72       |             |
| 12195       | Medical Transcriptionist                   | 18.54       |             |
| 12210       | Nuclear Medicine Technologist              | 53.64       |             |
| 12221       | Nursing Assistant I                        | 13.15       | ***         |
| 12222       | Nursing Assistant II                       | 14.79       | ***         |
| 12223       | Nursing Assistant III                      | 16.14       | ***         |
| 12224       | Nursing Assistant IV                       | 18.12       |             |
| 12235       | Optical Dispenser                          | 18.20       |             |
| 12236       | Optical Technician                         | 21.81       |             |
| 12250       | Pharmacy Technician                        | 17.81       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12280       | Phlebotomist                                         | 18.58       |             |
| 12305       | Radiologic Technologist                              | 30.93       |             |
| 12311       | Registered Nurse I                                   | 26.40       |             |
| 12312       | Registered Nurse II                                  | 32.29       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.29       |             |
| 12314       | Registered Nurse III                                 | 39.07       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.07       |             |
| 12316       | Registered Nurse IV                                  | 46.84       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 30.24       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 26.48       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 21.25       |             |
| 13012       | Exhibits Specialist II                               | 27.77       |             |
| 13013       | Exhibits Specialist III                              | 29.81       |             |
| 13041       | Illustrator I                                        | 19.11       |             |
| 13042       | Illustrator II                                       | 24.36       |             |
| 13043       | Illustrator III                                      | 26.58       |             |
| 13047       | Librarian                                            | 24.59       |             |
| 13050       | Library Aide/Clerk                                   | 11.26       | ***         |
| 13054       | Library Information Technology Systems Administrator | 21.73       |             |
| 13058       | Library Technician                                   | 17.55       | ***         |
| 13061       | Media Specialist I                                   | 16.02       | ***         |
| 13062       | Media Specialist II                                  | 17.92       |             |
| 13063       | Media Specialist III                                 | 19.99       |             |
| 13071       | Photographer I                                       | 15.69       | ***         |
| 13072       | Photographer II                                      | 18.25       |             |
| 13073       | Photographer III                                     | 21.73       |             |
| 13074       | Photographer IV                                      | 26.58       |             |
| 13075       | Photographer V                                       | 32.16       |             |
| 13090       | Technical Order Library Clerk                        | 15.49       | ***         |
| 13110       | Video Teleconference Technician                      | 18.24       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 21.16       |             |
| 14042       | Computer Operator II                                 | 23.68       |             |
| 14043       | Computer Operator III                                | 26.40       |             |
| 14044       | Computer Operator IV                                 | 29.36       |             |
| 14045       | Computer Operator V                                  | 32.49       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14071       | Computer Programmer I                                   | 22.58       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 21.16       |             |
| 14160       | Personal Computer Support Technician                    | 29.36       |             |
| 14170       | System Support Specialist                               | 32.79       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 32.13       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.87       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.60       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.13       |             |
| 15060       | Educational Technologist                                | 32.82       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.60       |             |
| 15080       | Graphic Artist                                          | 23.05       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.60       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.60       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.60       |             |
| 15090       | Technical Instructor                                    | 25.57       |             |
| 15095       | Technical Instructor/Course Developer                   | 31.27       |             |
| 15110       | Test Proctor                                            | 20.64       |             |
| 15120       | Tutor                                                   | 20.64       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 16.41       | ***         |
| 16030       | Counter Attendant                                       | 16.41       | ***         |
| 16040       | Dry Cleaner                                             | 18.75       |             |
| 16070       | Finisher, Flatwork, Machine                             | 16.41       | ***         |
| 16090       | Presser, Hand                                           | 16.41       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 16.41       | ***         |
| 16130       | Presser, Machine, Shirts                                | 16.41       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 16.41       | ***         |
| 16190       | Sewing Machine Operator                                 | 19.53       |             |
| 16220       | Tailor                                                  | 20.31       |             |
| 16250       | Washer, Machine                                         | 17.19       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 22.65       |             |
| 19040       | Tool And Die Maker                                | 26.60       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 23.02       |             |
| 21030       | Material Coordinator                              | 26.26       |             |
| 21040       | Material Expediter                                | 26.26       |             |
| 21050       | Material Handling Laborer                         | 18.10       |             |
| 21071       | Order Filler                                      | 18.07       |             |
| 21080       | Production Line Worker (Food Processing)          | 23.02       |             |
| 21110       | Shipping Packer                                   | 20.63       |             |
| 21130       | Shipping/Receiving Clerk                          | 20.63       |             |
| 21140       | Store Worker I                                    | 17.60       | ***         |
| 21150       | Stock Clerk                                       | 21.72       |             |
| 21210       | Tools And Parts Attendant                         | 23.02       |             |
| 21410       | Warehouse Specialist                              | 23.02       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 31.38       |             |
| 23019       | Aircraft Logs and Records Technician              | 25.95       |             |
| 23021       | Aircraft Mechanic I                               | 30.05       |             |
| 23022       | Aircraft Mechanic II                              | 31.38       |             |
| 23023       | Aircraft Mechanic III                             | 32.75       |             |
| 23040       | Aircraft Mechanic Helper                          | 22.94       |             |
| 23050       | Aircraft, Painter                                 | 28.69       |             |
| 23060       | Aircraft Servicer                                 | 25.95       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 28.69       |             |
| 23080       | Aircraft Worker                                   | 27.33       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 27.33       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 30.05       |             |
| 23110       | Appliance Mechanic                                | 28.66       |             |
| 23120       | Bicycle Repairer                                  | 24.42       |             |
| 23125       | Cable Splicer                                     | 49.04       |             |
| 23130       | Carpenter, Maintenance                            | 23.60       |             |
| 23140       | Carpet Layer                                      | 27.28       |             |
| 23160       | Electrician, Maintenance                          | 29.88       |             |
| 23181       | Electronics Technician Maintenance I              | 30.56       |             |
| 23182       | Electronics Technician Maintenance II             | 32.14       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23183       | Electronics Technician Maintenance III                                 | 33.67            |
| 23260       | Fabric Worker                                                          | 25.95            |
| 23290       | Fire Alarm System Mechanic                                             | 30.05            |
| 23310       | Fire Extinguisher Repairer                                             | 24.42            |
| 23311       | Fuel Distribution System Mechanic                                      | 35.30            |
| 23312       | Fuel Distribution System Operator                                      | 28.70            |
| 23370       | General Maintenance Worker                                             | 23.10            |
| 23380       | Ground Support Equipment Mechanic                                      | 30.05            |
| 23381       | Ground Support Equipment Servicer                                      | 25.95            |
| 23382       | Ground Support Equipment Worker                                        | 27.33            |
| 23391       | Gunsmith I                                                             | 24.42            |
| 23392       | Gunsmith II                                                            | 27.33            |
| 23393       | Gunsmith III                                                           | 30.05            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.70            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.79            |
| 23430       | Heavy Equipment Mechanic                                               | 26.49            |
| 23440       | Heavy Equipment Operator                                               | 23.89            |
| 23460       | Instrument Mechanic                                                    | 30.05            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.69            |
| 23470       | Laborer                                                                | 18.07            |
| 23510       | Locksmith                                                              | 28.69            |
| 23530       | Machinery Maintenance Mechanic                                         | 29.93            |
| 23550       | Machinist, Maintenance                                                 | 23.01            |
| 23580       | Maintenance Trades Helper                                              | 18.07            |
| 23591       | Metrology Technician I                                                 | 30.05            |
| 23592       | Metrology Technician II                                                | 31.38            |
| 23593       | Metrology Technician III                                               | 32.75            |
| 23640       | Millwright                                                             | 30.05            |
| 23710       | Office Appliance Repairer                                              | 28.66            |
| 23760       | Painter, Maintenance                                                   | 22.52            |
| 23790       | Pipefitter, Maintenance                                                | 30.61            |
| 23810       | Plumber, Maintenance                                                   | 29.27            |
| 23820       | Pneudraulic Systems Mechanic                                           | 30.05            |
| 23850       | Rigger                                                                 | 30.05            |
| 23870       | Scale Mechanic                                                         | 27.33            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 29.98            |
| 23910       | Small Engine Mechanic                                                  | 18.37            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23931       | Telecommunications Mechanic I                     | 33.54       |             |
| 23932       | Telecommunications Mechanic II                    | 34.90       |             |
| 23950       | Telephone Lineman                                 | 41.73       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.45       |             |
| 23965       | Well Driller                                      | 26.93       |             |
| 23970       | Woodcraft Worker                                  | 30.05       |             |
| 23980       | Woodworker                                        | 24.42       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.93       |             |
| 24570       | Child Care Attendant                              | 12.95       | ***         |
| 24580       | Child Care Center Clerk                           | 16.14       | ***         |
| 24610       | Chore Aide                                        | 14.04       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.93       |             |
| 24630       | Homemaker                                         | 19.93       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 33.26       |             |
| 25040       | Sewage Plant Operator                             | 26.97       |             |
| 25070       | Stationary Engineer                               | 33.26       |             |
| 25190       | Ventilation Equipment Tender                      | 23.68       |             |
| 25210       | Water Treatment Plant Operator                    | 26.97       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 23.21       |             |
| 27007       | Baggage Inspector                                 | 16.96       | ***         |
| 27008       | Corrections Officer                               | 32.95       |             |
| 27010       | Court Security Officer                            | 31.34       |             |
| 27030       | Detection Dog Handler                             | 18.98       |             |
| 27040       | Detention Officer                                 | 32.95       |             |
| 27070       | Firefighter                                       | 31.34       |             |
| 27101       | Guard I                                           | 16.96       | ***         |
| 27102       | Guard II                                          | 18.98       |             |
| 27131       | Police Officer I                                  | 32.26       |             |
| 27132       | Police Officer II                                 | 35.85       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 13.88       | ***         |
| 28042       | Carnival Equipment Repairer                       | 14.75       | ***         |
| 28043       | Carnival Worker                                   | 11.32       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 18.74       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28310       | Lifeguard                                      | 13.19 ***        |
| 28350       | Park Attendant (Aide)                          | 20.98            |
| 28510       | Recreation Aide/Health Facility Attendant      | 15.31 ***        |
| 28515       | Recreation Specialist                          | 25.98            |
| 28630       | Sports Official                                | 16.71 ***        |
| 28690       | Swimming Pool Operator                         | 19.93            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 28.63            |
| 29020       | Hatch Tender                                   | 28.63            |
| 29030       | Line Handler                                   | 28.63            |
| 29041       | Stevedore I                                    | 27.20            |
| 29042       | Stevedore II                                   | 30.03            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 47.01            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.41            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.69            |
| 30021       | Archeological Technician I                     | 20.77            |
| 30022       | Archeological Technician II                    | 23.23            |
| 30023       | Archeological Technician III                   | 28.79            |
| 30030       | Cartographic Technician                        | 28.79            |
| 30040       | Civil Engineering Technician                   | 28.79            |
| 30051       | Cryogenic Technician I                         | 31.88            |
| 30052       | Cryogenic Technician II                        | 35.21            |
| 30061       | Drafter/CAD Operator I                         | 20.77            |
| 30062       | Drafter/CAD Operator II                        | 23.23            |
| 30063       | Drafter/CAD Operator III                       | 25.91            |
| 30064       | Drafter/CAD Operator IV                        | 31.88            |
| 30081       | Engineering Technician I                       | 17.25 ***        |
| 30082       | Engineering Technician II                      | 19.36            |
| 30083       | Engineering Technician III                     | 21.65            |
| 30084       | Engineering Technician IV                      | 26.82            |
| 30085       | Engineering Technician V                       | 32.80            |
| 30086       | Engineering Technician VI                      | 39.69            |
| 30090       | Environmental Technician                       | 28.79            |
| 30095       | Evidence Control Specialist                    | 28.79            |
| 30210       | Laboratory Technician                          | 27.84            |
| 30221       | Latent Fingerprint Technician I                | 31.88            |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30222       | Latent Fingerprint Technician II                         | 35.21       |             |
| 30240       | Mathematical Technician                                  | 28.79       |             |
| 30361       | Paralegal/Legal Assistant I                              | 22.46       |             |
| 30362       | Paralegal/Legal Assistant II                             | 27.82       |             |
| 30363       | Paralegal/Legal Assistant III                            | 34.02       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 41.17       |             |
| 30375       | Petroleum Supply Specialist                              | 35.21       |             |
| 30390       | Photo-Optics Technician                                  | 28.79       |             |
| 30395       | Radiation Control Technician                             | 35.21       |             |
| 30461       | Technical Writer I                                       | 26.44       |             |
| 30462       | Technical Writer II                                      | 32.34       |             |
| 30463       | Technical Writer III                                     | 39.15       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.87       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.15       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 43.32       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.87       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.87       |             |
| 30501       | Weather Forecaster I                                     | 31.88       |             |
| 30502       | Weather Forecaster II                                    | 38.78       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.91       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.79       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 36.15       |             |
| 31020       | Bus Aide                                                 | 15.81       | ***         |
| 31030       | Bus Driver                                               | 21.41       |             |
| 31043       | Driver Courier                                           | 17.41       | ***         |
| 31260       | Parking and Lot Attendant                                | 14.71       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.76       | ***         |
| 31310       | Taxi Driver                                              | 13.74       | ***         |
| 31361       | Truckdriver, Light                                       | 18.55       |             |
| 31362       | Truckdriver, Medium                                      | 19.65       |             |
| 31363       | Truckdriver, Heavy                                       | 26.21       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 26.21       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.62       | ***         |
| 99030       | Cashier                                                  | 12.95       | ***         |
| 99050       | Desk Clerk                                               | 13.63       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99095       | Embalmer                        | 28.73       |             |
| 99130       | Flight Follower                 | 29.87       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.79       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 17.89       |             |
| 99260       | Marketing Analyst               | 28.62       |             |
| 99310       | Mortician                       | 28.73       |             |
| 99410       | Pest Controller                 | 26.23       |             |
| 99510       | Photofinishing Worker           | 15.70       | ***         |
| 99710       | Recycling Laborer               | 20.10       |             |
| 99711       | Recycling Specialist            | 22.98       |             |
| 99730       | Refuse Collector                | 18.73       |             |
| 99810       | Sales Clerk                     | 14.10       | ***         |
| 99820       | School Crossing Guard           | 16.94       | ***         |
| 99830       | Survey Party Chief              | 26.04       |             |
| 99831       | Surveying Aide                  | 15.49       | ***         |
| 99832       | Surveying Technician            | 23.65       |             |
| 99840       | Vending Machine Attendant       | 21.87       |             |
| 99841       | Vending Machine Repairer        | 25.94       |             |
| 99842       | Vending Machine Repairer Helper | 21.87       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5869**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/25/2025

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Pennsylvania

Area: Pennsylvania Counties of Greene, Indiana

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.74       | ***         |
| 01012       | Accounting Clerk II                             | 18.79       |             |
| 01013       | Accounting Clerk III                            | 21.02       |             |
| 01020       | Administrative Assistant                        | 30.12       |             |
| 01035       | Court Reporter                                  | 20.72       |             |
| 01041       | Customer Service Representative I               | 14.86       | ***         |
| 01042       | Customer Service Representative II              | 16.21       | ***         |
| 01043       | Customer Service Representative III             | 18.20       |             |
| 01051       | Data Entry Operator I                           | 16.58       | ***         |
| 01052       | Data Entry Operator II                          | 18.08       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 22.34       |             |
| 01070       | Document Preparation Clerk                      | 17.94       |             |
| 01090       | Duplicating Machine Operator                    | 17.94       |             |
| 01111       | General Clerk I                                 | 14.90       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01112       | General Clerk II                     | 16.26       | ***         |
| 01113       | General Clerk III                    | 18.25       |             |
| 01120       | Housing Referral Assistant           | 23.09       |             |
| 01141       | Messenger Courier                    | 14.97       | ***         |
| 01191       | Order Clerk I                        | 17.93       |             |
| 01192       | Order Clerk II                       | 19.56       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.90       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.14       |             |
| 01263       | Personnel Assistant (Employment) III | 23.58       |             |
| 01270       | Production Control Clerk             | 25.08       |             |
| 01290       | Rental Clerk                         | 17.61       | ***         |
| 01300       | Scheduler, Maintenance               | 18.52       |             |
| 01311       | Secretary I                          | 18.52       |             |
| 01312       | Secretary II                         | 20.72       |             |
| 01313       | Secretary III                        | 23.09       |             |
| 01320       | Service Order Dispatcher             | 19.98       |             |
| 01410       | Supply Technician                    | 30.12       |             |
| 01420       | Survey Worker                        | 19.23       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.81       | ***         |
| 01531       | Travel Clerk I                       | 16.50       | ***         |
| 01532       | Travel Clerk II                      | 18.27       |             |
| 01533       | Travel Clerk III                     | 19.76       |             |
| 01611       | Word Processor I                     | 15.69       | ***         |
| 01612       | Word Processor II                    | 17.60       | ***         |
| 01613       | Word Processor III                   | 19.69       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 23.05       |             |
| 05010       | Automotive Electrician               | 20.97       |             |
| 05040       | Automotive Glass Installer           | 19.94       |             |
| 05070       | Automotive Worker                    | 19.94       |             |
| 05110       | Mobile Equipment Servicer            | 17.64       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 21.92       |             |
| 05160       | Motor Equipment Metal Worker         | 19.94       |             |
| 05190       | Motor Vehicle Mechanic               | 21.92       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 16.57       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 18.86       |             |
| 05280       | Motor Vehicle Wrecker                | 19.94       |             |



| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05310       | Painter, Automotive                          | 20.97       |             |
| 05340       | Radiator Repair Specialist                   | 19.94       |             |
| 05370       | Tire Repairer                                | 17.99       |             |
| 05400       | Transmission Repair Specialist               | 21.92       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.54       | ***         |
| 07041       | Cook I                                       | 16.80       | ***         |
| 07042       | Cook II                                      | 18.99       |             |
| 07070       | Dishwasher                                   | 12.80       | ***         |
| 07130       | Food Service Worker                          | 13.25       | ***         |
| 07210       | Meat Cutter                                  | 18.54       |             |
| 07260       | Waiter/Waitress                              | 13.24       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.31       |             |
| 09040       | Furniture Handler                            | 13.96       | ***         |
| 09080       | Furniture Refinisher                         | 20.31       |             |
| 09090       | Furniture Refinisher Helper                  | 16.05       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.27       |             |
| 09130       | Upholsterer                                  | 20.31       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.09       | ***         |
| 11060       | Elevator Operator                            | 15.81       | ***         |
| 11090       | Gardener                                     | 21.10       |             |
| 11122       | Housekeeping Aide                            | 15.81       | ***         |
| 11150       | Janitor                                      | 15.81       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.25       | ***         |
| 11240       | Maid or Houseman                             | 13.86       | ***         |
| 11260       | Pruner                                       | 15.95       | ***         |
| 11270       | Tractor Operator                             | 19.82       |             |
| 11330       | Trail Maintenance Worker                     | 17.25       | ***         |
| 11360       | Window Cleaner                               | 16.98       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 16.98       | ***         |
| 12011       | Breath Alcohol Technician                    | 24.49       |             |
| 12012       | Certified Occupational Therapist Assistant   | 28.01       |             |
| 12015       | Certified Physical Therapist Assistant       | 27.28       |             |
| 12020       | Dental Assistant                             | 20.94       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12025       | Dental Hygienist                     | 33.81       |             |
| 12030       | EKG Technician                       | 27.71       |             |
| 12035       | Electroneurodiagnostic Technologist  | 27.71       |             |
| 12040       | Emergency Medical Technician         | 16.98       | ***         |
| 12071       | Licensed Practical Nurse I           | 21.89       |             |
| 12072       | Licensed Practical Nurse II          | 24.49       |             |
| 12073       | Licensed Practical Nurse III         | 27.29       |             |
| 12100       | Medical Assistant                    | 18.11       |             |
| 12130       | Medical Laboratory Technician        | 30.08       |             |
| 12160       | Medical Record Clerk                 | 19.20       |             |
| 12190       | Medical Record Technician            | 21.48       |             |
| 12195       | Medical Transcriptionist             | 21.89       |             |
| 12210       | Nuclear Medicine Technologist        | 53.81       |             |
| 12221       | Nursing Assistant I                  | 14.21       | ***         |
| 12222       | Nursing Assistant II                 | 15.99       | ***         |
| 12223       | Nursing Assistant III                | 17.45       | ***         |
| 12224       | Nursing Assistant IV                 | 19.58       |             |
| 12235       | Optical Dispenser                    | 18.06       |             |
| 12236       | Optical Technician                   | 21.89       |             |
| 12250       | Pharmacy Technician                  | 17.23       | ***         |
| 12280       | Phlebotomist                         | 17.43       | ***         |
| 12305       | Radiologic Technologist              | 30.84       |             |
| 12311       | Registered Nurse I                   | 25.98       |             |
| 12312       | Registered Nurse II                  | 31.78       |             |
| 12313       | Registered Nurse II, Specialist      | 31.78       |             |
| 12314       | Registered Nurse III                 | 38.45       |             |
| 12315       | Registered Nurse III, Anesthetist    | 38.45       |             |
| 12316       | Registered Nurse IV                  | 46.10       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 30.33       |             |
| 12320       | Substance Abuse Treatment Counselor  | 25.21       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 21.25       |             |
| 13012       | Exhibits Specialist II               | 27.77       |             |
| 13013       | Exhibits Specialist III              | 29.81       |             |
| 13041       | Illustrator I                        | 19.11       |             |
| 13042       | Illustrator II                       | 24.36       |             |
| 13043       | Illustrator III                      | 27.88       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13047       | Librarian                                            | 25.24       |             |
| 13050       | Library Aide/Clerk                                   | 11.92       | ***         |
| 13054       | Library Information Technology Systems Administrator | 22.37       |             |
| 13058       | Library Technician                                   | 17.19       | ***         |
| 13061       | Media Specialist I                                   | 16.46       | ***         |
| 13062       | Media Specialist II                                  | 18.40       |             |
| 13063       | Media Specialist III                                 | 20.51       |             |
| 13071       | Photographer I                                       | 16.09       | ***         |
| 13072       | Photographer II                                      | 18.39       |             |
| 13073       | Photographer III                                     | 22.79       |             |
| 13074       | Photographer IV                                      | 27.64       |             |
| 13075       | Photographer V                                       | 33.42       |             |
| 13090       | Technical Order Library Clerk                        | 18.40       |             |
| 13110       | Video Teleconference Technician                      | 16.58       | ***         |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 21.89       |             |
| 14042       | Computer Operator II                                 | 24.48       |             |
| 14043       | Computer Operator III                                | 27.30       |             |
| 14044       | Computer Operator IV                                 | 30.33       |             |
| 14045       | Computer Operator V                                  | 32.53       |             |
| 14071       | Computer Programmer I                                | 22.54       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 21.89       |             |
| 14160       | Personal Computer Support Technician                 | 30.33       |             |
| 14170       | System Support Specialist                            | 33.59       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 32.92       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 39.83       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 47.74       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 32.92       |             |
| 15060       | Educational Technologist                             | 41.02       |             |
| 15070       | Flight Instructor (Pilot)                            | 47.74       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15080       | Graphic Artist                                          | 21.66       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 47.74       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 47.74       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 47.74       |             |
| 15090       | Technical Instructor                                    | 23.09       |             |
| 15095       | Technical Instructor/Course Developer                   | 28.24       |             |
| 15110       | Test Proctor                                            | 18.64       |             |
| 15120       | Tutor                                                   | 18.64       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.05       | ***         |
| 16030       | Counter Attendant                                       | 12.05       | ***         |
| 16040       | Dry Cleaner                                             | 15.11       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.05       | ***         |
| 16090       | Presser, Hand                                           | 12.05       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.05       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.05       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.05       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.16       | ***         |
| 16220       | Tailor                                                  | 17.16       | ***         |
| 16250       | Washer, Machine                                         | 13.04       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 23.87       |             |
| 19040       | Tool And Die Maker                                      | 27.97       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.76       |             |
| 21030       | Material Coordinator                                    | 25.08       |             |
| 21040       | Material Expediter                                      | 25.08       |             |
| 21050       | Material Handling Laborer                               | 18.41       |             |
| 21071       | Order Filler                                            | 17.12       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.76       |             |
| 21110       | Shipping Packer                                         | 19.00       |             |
| 21130       | Shipping/Receiving Clerk                                | 19.00       |             |
| 21140       | Store Worker I                                          | 18.93       |             |
| 21150       | Stock Clerk                                             | 23.49       |             |
| 21210       | Tools And Parts Attendant                               | 20.76       |             |
| 21410       | Warehouse Specialist                                    | 20.76       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23010       | Aerospace Structural Welder                                            | 32.70            |
| 23019       | Aircraft Logs and Records Technician                                   | 27.14            |
| 23021       | Aircraft Mechanic I                                                    | 31.50            |
| 23022       | Aircraft Mechanic II                                                   | 32.70            |
| 23023       | Aircraft Mechanic III                                                  | 34.00            |
| 23040       | Aircraft Mechanic Helper                                               | 24.09            |
| 23050       | Aircraft, Painter                                                      | 30.14            |
| 23060       | Aircraft Servicer                                                      | 27.14            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 30.14            |
| 23080       | Aircraft Worker                                                        | 28.67            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 28.67            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 31.50            |
| 23110       | Appliance Mechanic                                                     | 30.06            |
| 23120       | Bicycle Repairer                                                       | 25.62            |
| 23125       | Cable Splicer                                                          | 48.08            |
| 23130       | Carpenter, Maintenance                                                 | 23.59            |
| 23140       | Carpet Layer                                                           | 24.10            |
| 23160       | Electrician, Maintenance                                               | 32.93            |
| 23181       | Electronics Technician Maintenance I                                   | 30.02            |
| 23182       | Electronics Technician Maintenance II                                  | 31.57            |
| 23183       | Electronics Technician Maintenance III                                 | 33.00            |
| 23260       | Fabric Worker                                                          | 27.14            |
| 23290       | Fire Alarm System Mechanic                                             | 31.50            |
| 23310       | Fire Extinguisher Repairer                                             | 25.62            |
| 23311       | Fuel Distribution System Mechanic                                      | 38.46            |
| 23312       | Fuel Distribution System Operator                                      | 31.05            |
| 23370       | General Maintenance Worker                                             | 22.10            |
| 23380       | Ground Support Equipment Mechanic                                      | 31.50            |
| 23381       | Ground Support Equipment Servicer                                      | 27.14            |
| 23382       | Ground Support Equipment Worker                                        | 28.67            |
| 23391       | Gunsmith I                                                             | 25.62            |
| 23392       | Gunsmith II                                                            | 28.67            |
| 23393       | Gunsmith III                                                           | 31.50            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.68            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.67            |
| 23430       | Heavy Equipment Mechanic                                               | 29.85            |
| 23440       | Heavy Equipment Operator                                               | 23.71            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23460       | Instrument Mechanic                               | 31.50       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 30.14       |             |
| 23470       | Laborer                                           | 18.41       |             |
| 23510       | Locksmith                                         | 30.14       |             |
| 23530       | Machinery Maintenance Mechanic                    | 28.77       |             |
| 23550       | Machinist, Maintenance                            | 24.94       |             |
| 23580       | Maintenance Trades Helper                         | 16.43       | ***         |
| 23591       | Metrology Technician I                            | 31.50       |             |
| 23592       | Metrology Technician II                           | 32.70       |             |
| 23593       | Metrology Technician III                          | 34.00       |             |
| 23640       | Millwright                                        | 36.42       |             |
| 23710       | Office Appliance Repairer                         | 28.86       |             |
| 23760       | Painter, Maintenance                              | 21.52       |             |
| 23790       | Pipefitter, Maintenance                           | 29.30       |             |
| 23810       | Plumber, Maintenance                              | 28.04       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 31.50       |             |
| 23850       | Rigger                                            | 31.50       |             |
| 23870       | Scale Mechanic                                    | 28.67       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 31.50       |             |
| 23910       | Small Engine Mechanic                             | 20.70       |             |
| 23931       | Telecommunications Mechanic I                     | 34.53       |             |
| 23932       | Telecommunications Mechanic II                    | 35.85       |             |
| 23950       | Telephone Lineman                                 | 41.52       |             |
| 23960       | Welder, Combination, Maintenance                  | 24.06       |             |
| 23965       | Well Driller                                      | 31.50       |             |
| 23970       | Woodcraft Worker                                  | 31.50       |             |
| 23980       | Woodworker                                        | 25.62       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.77       |             |
| 24570       | Child Care Attendant                              | 12.34       | ***         |
| 24580       | Child Care Center Clerk                           | 15.38       | ***         |
| 24610       | Chore Aide                                        | 14.26       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.77       |             |
| 24630       | Homemaker                                         | 18.77       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 31.90       |             |
| 25040       | Sewage Plant Operator                             | 25.38       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25070       | Stationary Engineer                            | 31.90       |             |
| 25190       | Ventilation Equipment Tender                   | 24.11       |             |
| 25210       | Water Treatment Plant Operator                 | 25.38       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 20.91       |             |
| 27007       | Baggage Inspector                              | 16.64       | ***         |
| 27008       | Corrections Officer                            | 30.55       |             |
| 27010       | Court Security Officer                         | 26.48       |             |
| 27030       | Detection Dog Handler                          | 18.62       |             |
| 27040       | Detention Officer                              | 30.55       |             |
| 27070       | Firefighter                                    | 23.82       |             |
| 27101       | Guard I                                        | 16.64       | ***         |
| 27102       | Guard II                                       | 18.62       |             |
| 27131       | Police Officer I                               | 32.13       |             |
| 27132       | Police Officer II                              | 35.71       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 13.57       | ***         |
| 28042       | Carnival Equipment Repairer                    | 14.43       | ***         |
| 28043       | Carnival Worker                                | 11.09       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.68       | ***         |
| 28310       | Lifeguard                                      | 12.03       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.77       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.43       | ***         |
| 28515       | Recreation Specialist                          | 24.49       |             |
| 28630       | Sports Official                                | 15.75       | ***         |
| 28690       | Swimming Pool Operator                         | 18.27       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 27.68       |             |
| 29020       | Hatch Tender                                   | 27.68       |             |
| 29030       | Line Handler                                   | 27.68       |             |
| 29041       | Stevedore I                                    | 26.20       |             |
| 29042       | Stevedore II                                   | 29.09       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.11       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.17       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.53       |             |
| 30021       | Archeological Technician I                     | 20.04       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30022       | Archeological Technician II              | 22.42            |
| 30023       | Archeological Technician III             | 27.78            |
| 30030       | Cartographic Technician                  | 27.78            |
| 30040       | Civil Engineering Technician             | 26.82            |
| 30051       | Cryogenic Technician I                   | 30.76            |
| 30052       | Cryogenic Technician II                  | 33.98            |
| 30061       | Drafter/CAD Operator I                   | 20.04            |
| 30062       | Drafter/CAD Operator II                  | 22.42            |
| 30063       | Drafter/CAD Operator III                 | 25.00            |
| 30064       | Drafter/CAD Operator IV                  | 30.76            |
| 30081       | Engineering Technician I                 | 18.89            |
| 30082       | Engineering Technician II                | 21.20            |
| 30083       | Engineering Technician III               | 23.72            |
| 30084       | Engineering Technician IV                | 29.38            |
| 30085       | Engineering Technician V                 | 35.95            |
| 30086       | Engineering Technician VI                | 43.48            |
| 30090       | Environmental Technician                 | 25.91            |
| 30095       | Evidence Control Specialist              | 27.78            |
| 30210       | Laboratory Technician                    | 21.99            |
| 30221       | Latent Fingerprint Technician I          | 30.76            |
| 30222       | Latent Fingerprint Technician II         | 33.98            |
| 30240       | Mathematical Technician                  | 27.78            |
| 30361       | Paralegal/Legal Assistant I              | 23.80            |
| 30362       | Paralegal/Legal Assistant II             | 29.48            |
| 30363       | Paralegal/Legal Assistant III            | 36.05            |
| 30364       | Paralegal/Legal Assistant IV             | 43.62            |
| 30375       | Petroleum Supply Specialist              | 33.98            |
| 30390       | Photo-Optics Technician                  | 27.78            |
| 30395       | Radiation Control Technician             | 33.98            |
| 30461       | Technical Writer I                       | 28.02            |
| 30462       | Technical Writer II                      | 34.28            |
| 30463       | Technical Writer III                     | 41.46            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 30.57            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 36.99            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 44.34            |
| 30494       | Unexploded (UXO) Safety Escort           | 30.57            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 30.57            |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30501       | Weather Forecaster I                                     | 30.76       |             |
| 30502       | Weather Forecaster II                                    | 37.42       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.00       | see 2       |
| 30621       | Weather Observer, Senior                                 | 27.78       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 36.99       |             |
| 31020       | Bus Aide                                                 | 14.71       | ***         |
| 31030       | Bus Driver                                               | 18.47       |             |
| 31043       | Driver Courier                                           | 15.49       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.85       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.65       | ***         |
| 31310       | Taxi Driver                                              | 13.21       | ***         |
| 31361       | Truckdriver, Light                                       | 16.49       | ***         |
| 31362       | Truckdriver, Medium                                      | 17.63       | ***         |
| 31363       | Truckdriver, Heavy                                       | 24.44       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.44       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 18.04       |             |
| 99030       | Cashier                                                  | 13.50       | ***         |
| 99050       | Desk Clerk                                               | 13.54       | ***         |
| 99095       | Embalmer                                                 | 30.57       |             |
| 99130       | Flight Follower                                          | 30.57       |             |
| 99251       | Laboratory Animal Caretaker I                            | 17.13       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 18.22       |             |
| 99260       | Marketing Analyst                                        | 26.51       |             |
| 99310       | Mortician                                                | 30.57       |             |
| 99410       | Pest Controller                                          | 28.19       |             |
| 99510       | Photofinishing Worker                                    | 16.07       | ***         |
| 99710       | Recycling Laborer                                        | 22.43       |             |
| 99711       | Recycling Specialist                                     | 25.78       |             |
| 99730       | Refuse Collector                                         | 20.75       |             |
| 99810       | Sales Clerk                                              | 14.13       | ***         |
| 99820       | School Crossing Guard                                    | 15.39       | ***         |
| 99830       | Survey Party Chief                                       | 27.39       |             |
| 99831       | Surveying Aide                                           | 16.31       | ***         |
| 99832       | Surveying Technician                                     | 24.88       |             |
| 99840       | Vending Machine Attendant                                | 25.01       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 99841       | Vending Machine Repairer        | 29.76            |
| 99842       | Vending Machine Repairer Helper | 25.01            |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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# Wage Determination No. : 2015-5871

## REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/25/2025

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Maryland

Area: Maryland County of Worcester

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 18.23       |             |
| 01012       | Accounting Clerk II                             | 20.46       |             |
| 01013       | Accounting Clerk III                            | 22.89       |             |
| 01020       | Administrative Assistant                        | 31.43       |             |
| 01035       | Court Reporter                                  | 23.59       |             |
| 01041       | Customer Service Representative I               | 16.32       | ***         |
| 01042       | Customer Service Representative II              | 17.81       |             |
| 01043       | Customer Service Representative III             | 19.99       |             |
| 01051       | Data Entry Operator I                           | 16.75       | ***         |
| 01052       | Data Entry Operator II                          | 18.28       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 23.86       |             |
| 01070       | Document Preparation Clerk                      | 18.79       |             |
| 01090       | Duplicating Machine Operator                    | 18.79       |             |
| 01111       | General Clerk I                                 | 17.70       | ***         |
| 01112       | General Clerk II                                | 19.32       |             |
| 01113       | General Clerk III                               | 21.69       |             |
| 01120       | Housing Referral Assistant                      | 26.29       |             |
| 01141       | Messenger Courier                               | 17.69       | ***         |
| 01191       | Order Clerk I                                   | 16.87       | ***         |
| 01192       | Order Clerk II                                  | 18.41       |             |
| 01261       | Personnel Assistant (Employment) I              | 20.76       |             |
| 01262       | Personnel Assistant (Employment) II             | 23.22       |             |
| 01263       | Personnel Assistant (Employment) III            | 25.89       |             |
| 01270       | Production Control Clerk                        | 24.85       |             |
| 01290       | Rental Clerk                                    | 18.86       |             |
| 01300       | Scheduler, Maintenance                          | 21.09       |             |
| 01311       | Secretary I                                     | 21.09       |             |
| 01312       | Secretary II                                    | 23.59       |             |
| 01313       | Secretary III                                   | 26.29       |             |
| 01320       | Service Order Dispatcher                        | 21.33       |             |
| 01410       | Supply Technician                               | 31.43       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01420       | Survey Worker                                | 19.15       |             |
| 01460       | Switchboard Operator/Receptionist            | 17.22       | ***         |
| 01531       | Travel Clerk I                               | 18.79       |             |
| 01532       | Travel Clerk II                              | 20.94       |             |
| 01533       | Travel Clerk III                             | 23.09       |             |
| 01611       | Word Processor I                             | 18.79       |             |
| 01612       | Word Processor II                            | 21.09       |             |
| 01613       | Word Processor III                           | 23.59       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 25.44       |             |
| 05010       | Automotive Electrician                       | 21.84       |             |
| 05040       | Automotive Glass Installer                   | 20.77       |             |
| 05070       | Automotive Worker                            | 20.77       |             |
| 05110       | Mobile Equipment Servicer                    | 18.54       |             |
| 05130       | Motor Equipment Metal Mechanic               | 22.75       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.77       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.75       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.50       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.77       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.77       |             |
| 05310       | Painter, Automotive                          | 21.84       |             |
| 05340       | Radiator Repair Specialist                   | 20.77       |             |
| 05370       | Tire Repairer                                | 16.44       | ***         |
| 05400       | Transmission Repair Specialist               | 22.75       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 18.42       |             |
| 07041       | Cook I                                       | 18.84       |             |
| 07042       | Cook II                                      | 21.16       |             |
| 07070       | Dishwasher                                   | 14.58       | ***         |
| 07130       | Food Service Worker                          | 15.20       | ***         |
| 07210       | Meat Cutter                                  | 18.29       |             |
| 07260       | Waiter/Waitress                              | 15.06       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.82       |             |
| 09040       | Furniture Handler                            | 15.73       | ***         |
| 09080       | Furniture Refinisher                         | 22.06       |             |
| 09090       | Furniture Refinisher Helper                  | 17.84       |             |



| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 09110       | Furniture Repairer, Minor                  | 19.92       |             |
| 09130       | Upholsterer                                | 22.12       |             |
| 11000       | General Services And Support Occupations   |             |             |
| 11030       | Cleaner, Vehicles                          | 16.10       | ***         |
| 11060       | Elevator Operator                          | 17.11       | ***         |
| 11090       | Gardener                                   | 21.94       |             |
| 11122       | Housekeeping Aide                          | 17.11       | ***         |
| 11150       | Janitor                                    | 17.11       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 17.87       |             |
| 11240       | Maid or Houseman                           | 15.26       | ***         |
| 11260       | Pruner                                     | 16.61       | ***         |
| 11270       | Tractor Operator                           | 20.37       |             |
| 11330       | Trail Maintenance Worker                   | 17.87       |             |
| 11360       | Window Cleaner                             | 18.41       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 20.80       |             |
| 12011       | Breath Alcohol Technician                  | 27.42       |             |
| 12012       | Certified Occupational Therapist Assistant | 34.64       |             |
| 12015       | Certified Physical Therapist Assistant     | 32.50       |             |
| 12020       | Dental Assistant                           | 24.54       |             |
| 12025       | Dental Hygienist                           | 47.70       |             |
| 12030       | EKG Technician                             | 38.59       |             |
| 12035       | Electroneurodiagnostic Technologist        | 38.59       |             |
| 12040       | Emergency Medical Technician               | 20.80       |             |
| 12071       | Licensed Practical Nurse I                 | 24.51       |             |
| 12072       | Licensed Practical Nurse II                | 27.42       |             |
| 12073       | Licensed Practical Nurse III               | 30.56       |             |
| 12100       | Medical Assistant                          | 20.81       |             |
| 12130       | Medical Laboratory Technician              | 30.04       |             |
| 12160       | Medical Record Clerk                       | 21.41       |             |
| 12190       | Medical Record Technician                  | 23.95       |             |
| 12195       | Medical Transcriptionist                   | 21.10       |             |
| 12210       | Nuclear Medicine Technologist              | 56.97       |             |
| 12221       | Nursing Assistant I                        | 14.86       | ***         |
| 12222       | Nursing Assistant II                       | 16.71       | ***         |
| 12223       | Nursing Assistant III                      | 18.24       |             |
| 12224       | Nursing Assistant IV                       | 20.47       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12235       | Optical Dispenser                                    | 19.50       |             |
| 12236       | Optical Technician                                   | 24.51       |             |
| 12250       | Pharmacy Technician                                  | 19.45       |             |
| 12280       | Phlebotomist                                         | 20.24       |             |
| 12305       | Radiologic Technologist                              | 35.17       |             |
| 12311       | Registered Nurse I                                   | 28.76       |             |
| 12312       | Registered Nurse II                                  | 35.17       |             |
| 12313       | Registered Nurse II, Specialist                      | 35.17       |             |
| 12314       | Registered Nurse III                                 | 42.55       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 42.55       |             |
| 12316       | Registered Nurse IV                                  | 51.02       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 33.96       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 25.77       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 23.12       |             |
| 13012       | Exhibits Specialist II                               | 28.65       |             |
| 13013       | Exhibits Specialist III                              | 35.05       |             |
| 13041       | Illustrator I                                        | 23.12       |             |
| 13042       | Illustrator II                                       | 28.65       |             |
| 13043       | Illustrator III                                      | 35.05       |             |
| 13047       | Librarian                                            | 31.73       |             |
| 13050       | Library Aide/Clerk                                   | 15.51       | ***         |
| 13054       | Library Information Technology Systems Administrator | 28.65       |             |
| 13058       | Library Technician                                   | 20.08       |             |
| 13061       | Media Specialist I                                   | 20.67       |             |
| 13062       | Media Specialist II                                  | 23.12       |             |
| 13063       | Media Specialist III                                 | 25.79       |             |
| 13071       | Photographer I                                       | 18.21       |             |
| 13072       | Photographer II                                      | 20.47       |             |
| 13073       | Photographer III                                     | 25.23       |             |
| 13074       | Photographer IV                                      | 30.85       |             |
| 13075       | Photographer V                                       | 37.33       |             |
| 13090       | Technical Order Library Clerk                        | 19.47       |             |
| 13110       | Video Teleconference Technician                      | 25.50       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 23.14       |             |
| 14042       | Computer Operator II                                 | 25.88       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14043       | Computer Operator III                                   | 28.86       |             |
| 14044       | Computer Operator IV                                    | 32.08       |             |
| 14045       | Computer Operator V                                     | 35.52       |             |
| 14071       | Computer Programmer I                                   | 22.50       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 23.14       |             |
| 14160       | Personal Computer Support Technician                    | 32.08       |             |
| 14170       | System Support Specialist                               | 35.52       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 34.57       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.82       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 50.14       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 34.57       |             |
| 15060       | Educational Technologist                                | 42.08       |             |
| 15070       | Flight Instructor (Pilot)                               | 50.14       |             |
| 15080       | Graphic Artist                                          | 23.89       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.14       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.14       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.14       |             |
| 15090       | Technical Instructor                                    | 29.58       |             |
| 15095       | Technical Instructor/Course Developer                   | 36.19       |             |
| 15110       | Test Proctor                                            | 23.88       |             |
| 15120       | Tutor                                                   | 23.88       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 16.78       | ***         |
| 16030       | Counter Attendant                                       | 16.78       | ***         |
| 16040       | Dry Cleaner                                             | 19.17       |             |
| 16070       | Finisher, Flatwork, Machine                             | 16.78       | ***         |
| 16090       | Presser, Hand                                           | 16.78       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 16.78       | ***         |
| 16130       | Presser, Machine, Shirts                                | 16.78       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 16.78       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16190       | Sewing Machine Operator                           | 19.97       |             |
| 16220       | Tailor                                            | 20.77       |             |
| 16250       | Washer, Machine                                   | 17.58       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 28.00       |             |
| 19040       | Tool And Die Maker                                | 32.77       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 21.15       |             |
| 21030       | Material Coordinator                              | 24.85       |             |
| 21040       | Material Expediter                                | 24.85       |             |
| 21050       | Material Handling Laborer                         | 17.46       | ***         |
| 21071       | Order Filler                                      | 17.46       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 21.15       |             |
| 21110       | Shipping Packer                                   | 18.48       |             |
| 21130       | Shipping/Receiving Clerk                          | 18.48       |             |
| 21140       | Store Worker I                                    | 18.58       |             |
| 21150       | Stock Clerk                                       | 23.23       |             |
| 21210       | Tools And Parts Attendant                         | 21.15       |             |
| 21410       | Warehouse Specialist                              | 21.15       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 39.14       |             |
| 23019       | Aircraft Logs and Records Technician              | 32.10       |             |
| 23021       | Aircraft Mechanic I                               | 37.61       |             |
| 23022       | Aircraft Mechanic II                              | 39.14       |             |
| 23023       | Aircraft Mechanic III                             | 40.67       |             |
| 23040       | Aircraft Mechanic Helper                          | 27.78       |             |
| 23050       | Aircraft, Painter                                 | 35.57       |             |
| 23060       | Aircraft Servicer                                 | 32.10       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 35.57       |             |
| 23080       | Aircraft Worker                                   | 33.67       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 33.67       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 37.61       |             |
| 23110       | Appliance Mechanic                                | 24.00       |             |
| 23120       | Bicycle Repairer                                  | 23.21       |             |
| 23125       | Cable Splicer                                     | 45.17       |             |
| 23130       | Carpenter, Maintenance                            | 23.72       |             |
| 23140       | Carpet Layer                                      | 21.52       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23160       | Electrician, Maintenance                                               | 28.01       |             |
| 23181       | Electronics Technician Maintenance I                                   | 26.73       |             |
| 23182       | Electronics Technician Maintenance II                                  | 28.00       |             |
| 23183       | Electronics Technician Maintenance III                                 | 29.28       |             |
| 23260       | Fabric Worker                                                          | 25.56       |             |
| 23290       | Fire Alarm System Mechanic                                             | 27.83       |             |
| 23310       | Fire Extinguisher Repairer                                             | 24.25       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 29.35       |             |
| 23312       | Fuel Distribution System Operator                                      | 24.25       |             |
| 23370       | General Maintenance Worker                                             | 21.72       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 37.61       |             |
| 23381       | Ground Support Equipment Servicer                                      | 32.10       |             |
| 23382       | Ground Support Equipment Worker                                        | 33.67       |             |
| 23391       | Gunsmith I                                                             | 24.25       |             |
| 23392       | Gunsmith II                                                            | 26.73       |             |
| 23393       | Gunsmith III                                                           | 29.28       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.58       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.84       |             |
| 23430       | Heavy Equipment Mechanic                                               | 28.95       |             |
| 23440       | Heavy Equipment Operator                                               | 24.99       |             |
| 23460       | Instrument Mechanic                                                    | 29.28       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.00       |             |
| 23470       | Laborer                                                                | 17.46       | ***         |
| 23510       | Locksmith                                                              | 26.66       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 27.13       |             |
| 23550       | Machinist, Maintenance                                                 | 25.25       |             |
| 23580       | Maintenance Trades Helper                                              | 16.87       | ***         |
| 23591       | Metrology Technician I                                                 | 29.28       |             |
| 23592       | Metrology Technician II                                                | 30.48       |             |
| 23593       | Metrology Technician III                                               | 31.65       |             |
| 23640       | Millwright                                                             | 29.28       |             |
| 23710       | Office Appliance Repairer                                              | 24.62       |             |
| 23760       | Painter, Maintenance                                                   | 21.33       |             |
| 23790       | Pipefitter, Maintenance                                                | 28.49       |             |
| 23810       | Plumber, Maintenance                                                   | 27.25       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 29.28       |             |
| 23850       | Rigger                                                                 | 29.28       |             |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23870                                         | Scale Mechanic                                    | 26.73       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 24.49       |             |
| 23910                                         | Small Engine Mechanic                             | 22.25       |             |
| 23931                                         | Telecommunications Mechanic I                     | 29.63       |             |
| 23932                                         | Telecommunications Mechanic II                    | 30.98       |             |
| 23950                                         | Telephone Lineman                                 | 41.07       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 23.69       |             |
| 23965                                         | Well Driller                                      | 28.82       |             |
| 23970                                         | Woodcraft Worker                                  | 29.28       |             |
| 23980                                         | Woodworker                                        | 24.25       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 19.53       |             |
| 24570                                         | Child Care Attendant                              | 15.00       | ***         |
| 24580                                         | Child Care Center Clerk                           | 18.70       |             |
| 24610                                         | Chore Aide                                        | 15.61       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 19.53       |             |
| 24630                                         | Homemaker                                         | 19.53       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 33.92       |             |
| 25040                                         | Sewage Plant Operator                             | 23.72       |             |
| 25070                                         | Stationary Engineer                               | 33.92       |             |
| 25190                                         | Ventilation Equipment Tender                      | 25.61       |             |
| 25210                                         | Water Treatment Plant Operator                    | 23.72       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 22.83       |             |
| 27007                                         | Baggage Inspector                                 | 18.06       |             |
| 27008                                         | Corrections Officer                               | 29.99       |             |
| 27010                                         | Court Security Officer                            | 26.27       |             |
| 27030                                         | Detection Dog Handler                             | 20.20       |             |
| 27040                                         | Detention Officer                                 | 29.99       |             |
| 27070                                         | Firefighter                                       | 22.92       |             |
| 27101                                         | Guard I                                           | 18.06       |             |
| 27102                                         | Guard II                                          | 20.20       |             |
| 27131                                         | Police Officer I                                  | 29.59       |             |
| 27132                                         | Police Officer II                                 | 32.88       |             |
| 28000 Recreation Occupations                  |                                                   |             |             |
| 28041                                         | Carnival Equipment Operator                       | 18.49       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28042       | Carnival Equipment Repairer                    | 19.59            |
| 28043       | Carnival Worker                                | 14.58 ***        |
| 28210       | Gate Attendant/Gate Tender                     | 20.09            |
| 28310       | Lifeguard                                      | 15.23 ***        |
| 28350       | Park Attendant (Aide)                          | 22.47            |
| 28510       | Recreation Aide/Health Facility Attendant      | 16.40 ***        |
| 28515       | Recreation Specialist                          | 27.83            |
| 28630       | Sports Official                                | 17.90            |
| 28690       | Swimming Pool Operator                         | 21.59            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 26.73            |
| 29020       | Hatch Tender                                   | 26.73            |
| 29030       | Line Handler                                   | 26.73            |
| 29041       | Stevedore I                                    | 25.56            |
| 29042       | Stevedore II                                   | 28.00            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 52.11            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 35.93            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 39.57            |
| 30021       | Archeological Technician I                     | 21.19            |
| 30022       | Archeological Technician II                    | 23.70            |
| 30023       | Archeological Technician III                   | 29.35            |
| 30030       | Cartographic Technician                        | 29.35            |
| 30040       | Civil Engineering Technician                   | 26.71            |
| 30051       | Cryogenic Technician I                         | 32.51            |
| 30052       | Cryogenic Technician II                        | 35.90            |
| 30061       | Drafter/CAD Operator I                         | 21.19            |
| 30062       | Drafter/CAD Operator II                        | 23.70            |
| 30063       | Drafter/CAD Operator III                       | 26.41            |
| 30064       | Drafter/CAD Operator IV                        | 32.51            |
| 30081       | Engineering Technician I                       | 18.88            |
| 30082       | Engineering Technician II                      | 21.19            |
| 30083       | Engineering Technician III                     | 23.70            |
| 30084       | Engineering Technician IV                      | 29.35            |
| 30085       | Engineering Technician V                       | 35.90            |
| 30086       | Engineering Technician VI                      | 43.44            |
| 30090       | Environmental Technician                       | 25.69            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30095       | Evidence Control Specialist                              | 29.35       |             |
| 30210       | Laboratory Technician                                    | 21.77       |             |
| 30221       | Latent Fingerprint Technician I                          | 32.51       |             |
| 30222       | Latent Fingerprint Technician II                         | 35.90       |             |
| 30240       | Mathematical Technician                                  | 29.35       |             |
| 30361       | Paralegal/Legal Assistant I                              | 22.70       |             |
| 30362       | Paralegal/Legal Assistant II                             | 28.14       |             |
| 30363       | Paralegal/Legal Assistant III                            | 34.40       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 41.62       |             |
| 30375       | Petroleum Supply Specialist                              | 35.90       |             |
| 30390       | Photo-Optics Technician                                  | 29.35       |             |
| 30395       | Radiation Control Technician                             | 35.90       |             |
| 30461       | Technical Writer I                                       | 29.35       |             |
| 30462       | Technical Writer II                                      | 35.90       |             |
| 30463       | Technical Writer III                                     | 43.44       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 33.12       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 40.06       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 48.03       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 33.12       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 33.12       |             |
| 30501       | Weather Forecaster I                                     | 32.51       |             |
| 30502       | Weather Forecaster II                                    | 39.55       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 26.41       | see 2       |
| 30621       | Weather Observer, Senior                                 | 29.35       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 40.06       |             |
| 31020       | Bus Aide                                                 | 13.56       | ***         |
| 31030       | Bus Driver                                               | 18.84       |             |
| 31043       | Driver Courier                                           | 18.57       |             |
| 31260       | Parking and Lot Attendant                                | 15.03       | ***         |
| 31290       | Shuttle Bus Driver                                       | 17.10       | ***         |
| 31310       | Taxi Driver                                              | 14.87       | ***         |
| 31361       | Truckdriver, Light                                       | 20.00       |             |
| 31362       | Truckdriver, Medium                                      | 21.37       |             |
| 31363       | Truckdriver, Heavy                                       | 24.02       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.02       |             |
| 99000       | Miscellaneous Occupations                                |             |             |



| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99020       | Cabin Safety Specialist         | 19.53       |             |
| 99030       | Cashier                         | 15.00       | ***         |
| 99050       | Desk Clerk                      | 15.14       | ***         |
| 99095       | Embalmer                        | 31.62       |             |
| 99130       | Flight Follower                 | 33.12       |             |
| 99251       | Laboratory Animal Caretaker I   | 17.16       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.61       |             |
| 99260       | Marketing Analyst               | 28.60       |             |
| 99310       | Mortician                       | 31.62       |             |
| 99410       | Pest Controller                 | 22.11       |             |
| 99510       | Photofinishing Worker           | 17.40       | ***         |
| 99710       | Recycling Laborer               | 20.12       |             |
| 99711       | Recycling Specialist            | 23.86       |             |
| 99730       | Refuse Collector                | 18.25       |             |
| 99810       | Sales Clerk                     | 15.46       | ***         |
| 99820       | School Crossing Guard           | 19.28       |             |
| 99830       | Survey Party Chief              | 27.58       |             |
| 99831       | Surveying Aide                  | 18.06       |             |
| 99832       | Surveying Technician            | 24.75       |             |
| 99840       | Vending Machine Attendant       | 24.39       |             |
| 99841       | Vending Machine Repairer        | 28.48       |             |
| 99842       | Vending Machine Repairer Helper | 24.39       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5873**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

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Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Maryland

Area: Maryland County of Calvert

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

## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 21.35 |      |
| 01012 | Accounting Clerk II                             | 23.96 |      |
| 01013 | Accounting Clerk III                            | 26.80 |      |
| 01020 | Administrative Assistant                        | 38.79 |      |
| 01035 | Court Reporter                                  | 28.71 |      |
| 01041 | Customer Service Representative I               | 17.17 | ***  |
| 01042 | Customer Service Representative II              | 18.74 |      |
| 01043 | Customer Service Representative III             | 21.03 |      |
| 01051 | Data Entry Operator I                           | 19.73 |      |

| <b>Code</b> | <b>Title</b>                         | <b>Rate Note</b> |
|-------------|--------------------------------------|------------------|
| 01052       | Data Entry Operator II               | 21.53            |
| 01060       | Dispatcher, Motor Vehicle            | 24.53            |
| 01070       | Document Preparation Clerk           | 19.93            |
| 01090       | Duplicating Machine Operator         | 19.93            |
| 01111       | General Clerk I                      | 18.31            |
| 01112       | General Clerk II                     | 19.98            |
| 01113       | General Clerk III                    | 22.42            |
| 01120       | Housing Referral Assistant           | 26.61            |
| 01141       | Messenger Courier                    | 21.58            |
| 01191       | Order Clerk I                        | 18.41            |
| 01192       | Order Clerk II                       | 20.09            |
| 01261       | Personnel Assistant (Employment) I   | 21.88            |
| 01262       | Personnel Assistant (Employment) II  | 24.47            |
| 01263       | Personnel Assistant (Employment) III | 27.27            |
| 01270       | Production Control Clerk             | 28.47            |
| 01290       | Rental Clerk                         | 20.61            |
| 01300       | Scheduler, Maintenance               | 21.33            |
| 01311       | Secretary I                          | 21.33            |
| 01312       | Secretary II                         | 23.86            |
| 01313       | Secretary III                        | 26.61            |
| 01320       | Service Order Dispatcher             | 21.93            |
| 01410       | Supply Technician                    | 38.79            |
| 01420       | Survey Worker                        | 22.90            |
| 01460       | Switchboard Operator/Receptionist    | 18.14            |
| 01531       | Travel Clerk I                       | 22.65            |
| 01532       | Travel Clerk II                      | 24.70            |
| 01533       | Travel Clerk III                     | 26.66            |
| 01611       | Word Processor I                     | 18.97            |
| 01612       | Word Processor II                    | 21.29            |
| 01613       | Word Processor III                   | 23.81            |
| 05000       | Automotive Service Occupations       |                  |
| 05005       | Automobile Body Repairer, Fiberglass | 31.04            |
| 05010       | Automotive Electrician               | 27.46            |
| 05040       | Automotive Glass Installer           | 25.87            |
| 05070       | Automotive Worker                    | 25.87            |
| 05110       | Mobile Equipment Servicer            | 22.24            |
| 05130       | Motor Equipment Metal Mechanic       | 28.91            |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05160       | Motor Equipment Metal Worker                 | 25.87       |             |
| 05190       | Motor Vehicle Mechanic                       | 28.91       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 20.35       |             |
| 05250       | Motor Vehicle Upholstery Worker              | 24.14       |             |
| 05280       | Motor Vehicle Wrecker                        | 25.87       |             |
| 05310       | Painter, Automotive                          | 27.46       |             |
| 05340       | Radiator Repair Specialist                   | 25.87       |             |
| 05370       | Tire Repairer                                | 21.12       |             |
| 05400       | Transmission Repair Specialist               | 28.91       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 19.45       |             |
| 07041       | Cook I                                       | 20.22       |             |
| 07042       | Cook II                                      | 23.51       |             |
| 07070       | Dishwasher                                   | 16.96       | ***         |
| 07130       | Food Service Worker                          | 17.01       | ***         |
| 07210       | Meat Cutter                                  | 23.74       |             |
| 07260       | Waiter/Waitress                              | 17.08       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 29.51       |             |
| 09040       | Furniture Handler                            | 15.47       | ***         |
| 09080       | Furniture Refinisher                         | 24.81       |             |
| 09090       | Furniture Refinisher Helper                  | 18.38       |             |
| 09110       | Furniture Repairer, Minor                    | 21.80       |             |
| 09130       | Upholsterer                                  | 21.85       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.85       | ***         |
| 11060       | Elevator Operator                            | 18.08       |             |
| 11090       | Gardener                                     | 27.27       |             |
| 11122       | Housekeeping Aide                            | 18.08       |             |
| 11150       | Janitor                                      | 18.08       |             |
| 11210       | Laborer, Grounds Maintenance                 | 20.77       |             |
| 11240       | Maid or Houseman                             | 16.96       | ***         |
| 11260       | Pruner                                       | 19.82       |             |
| 11270       | Tractor Operator                             | 24.96       |             |
| 11330       | Trail Maintenance Worker                     | 20.77       |             |
| 11360       | Window Cleaner                               | 18.95       |             |
| 12000       | Health Occupations                           |             |             |



| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 12010       | Ambulance Driver                           | 26.50       |             |
| 12011       | Breath Alcohol Technician                  | 29.02       |             |
| 12012       | Certified Occupational Therapist Assistant | 39.81       |             |
| 12015       | Certified Physical Therapist Assistant     | 36.32       |             |
| 12020       | Dental Assistant                           | 23.78       |             |
| 12025       | Dental Hygienist                           | 51.13       |             |
| 12030       | EKG Technician                             | 41.73       |             |
| 12035       | Electroneurodiagnostic Technologist        | 41.73       |             |
| 12040       | Emergency Medical Technician               | 26.50       |             |
| 12071       | Licensed Practical Nurse I                 | 25.94       |             |
| 12072       | Licensed Practical Nurse II                | 29.02       |             |
| 12073       | Licensed Practical Nurse III               | 32.34       |             |
| 12100       | Medical Assistant                          | 22.39       |             |
| 12130       | Medical Laboratory Technician              | 31.94       |             |
| 12160       | Medical Record Clerk                       | 25.58       |             |
| 12190       | Medical Record Technician                  | 28.61       |             |
| 12195       | Medical Transcriptionist                   | 22.79       |             |
| 12210       | Nuclear Medicine Technologist              | 51.27       |             |
| 12221       | Nursing Assistant I                        | 14.66       | ***         |
| 12222       | Nursing Assistant II                       | 16.50       | ***         |
| 12223       | Nursing Assistant III                      | 18.01       |             |
| 12224       | Nursing Assistant IV                       | 20.21       |             |
| 12235       | Optical Dispenser                          | 29.02       |             |
| 12236       | Optical Technician                         | 25.85       |             |
| 12250       | Pharmacy Technician                        | 21.46       |             |
| 12280       | Phlebotomist                               | 23.09       |             |
| 12305       | Radiologic Technologist                    | 40.40       |             |
| 12311       | Registered Nurse I                         | 31.84       |             |
| 12312       | Registered Nurse II                        | 38.95       |             |
| 12313       | Registered Nurse II, Specialist            | 38.95       |             |
| 12314       | Registered Nurse III                       | 47.12       |             |
| 12315       | Registered Nurse III, Anesthetist          | 47.12       |             |
| 12316       | Registered Nurse IV                        | 56.48       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 35.94       |             |
| 12320       | Substance Abuse Treatment Counselor        | 30.34       |             |
| 13000       | Information And Arts Occupations           |             |             |
| 13011       | Exhibits Specialist I                      | 26.73       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13012       | Exhibits Specialist II                               | 33.11       |             |
| 13013       | Exhibits Specialist III                              | 40.50       |             |
| 13041       | Illustrator I                                        | 26.94       |             |
| 13042       | Illustrator II                                       | 33.36       |             |
| 13043       | Illustrator III                                      | 40.81       |             |
| 13047       | Librarian                                            | 42.46       |             |
| 13050       | Library Aide/Clerk                                   | 21.22       |             |
| 13054       | Library Information Technology Systems Administrator | 38.33       |             |
| 13058       | Library Technician                                   | 24.01       |             |
| 13061       | Media Specialist I                                   | 27.67       |             |
| 13062       | Media Specialist II                                  | 30.94       |             |
| 13063       | Media Specialist III                                 | 34.50       |             |
| 13071       | Photographer I                                       | 24.35       |             |
| 13072       | Photographer II                                      | 27.23       |             |
| 13073       | Photographer III                                     | 33.73       |             |
| 13074       | Photographer IV                                      | 41.25       |             |
| 13075       | Photographer V                                       | 49.91       |             |
| 13090       | Technical Order Library Clerk                        | 26.65       |             |
| 13110       | Video Teleconference Technician                      | 30.84       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 27.25       |             |
| 14042       | Computer Operator II                                 | 30.48       |             |
| 14043       | Computer Operator III                                | 33.99       |             |
| 14044       | Computer Operator IV                                 | 37.76       |             |
| 14045       | Computer Operator V                                  | 41.82       |             |
| 14071       | Computer Programmer I                                |             | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 27.25       |             |
| 14160       | Personal Computer Support Technician                 | 37.76       |             |
| 14170       | System Support Specialist                            | 41.82       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 40.86       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate Note</b> |
|-------------|---------------------------------------------------------|------------------|
| 15020       | Aircrew Training Devices Instructor (Rated)             | 49.42            |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 59.24            |
| 15050       | Computer Based Training Specialist / Instructor         | 40.86            |
| 15060       | Educational Technologist                                | 48.32            |
| 15070       | Flight Instructor (Pilot)                               | 59.24            |
| 15080       | Graphic Artist                                          | 38.51            |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 59.24            |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 59.24            |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 59.24            |
| 15090       | Technical Instructor                                    | 32.56            |
| 15095       | Technical Instructor/Course Developer                   | 39.83            |
| 15110       | Test Proctor                                            | 26.28            |
| 15120       | Tutor                                                   | 26.28            |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |                  |
| 16010       | Assembler                                               | 19.59            |
| 16030       | Counter Attendant                                       | 19.59            |
| 16040       | Dry Cleaner                                             | 22.40            |
| 16070       | Finisher, Flatwork, Machine                             | 19.59            |
| 16090       | Presser, Hand                                           | 19.59            |
| 16110       | Presser, Machine, Drycleaning                           | 19.59            |
| 16130       | Presser, Machine, Shirts                                | 19.59            |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 19.59            |
| 16190       | Sewing Machine Operator                                 | 23.34            |
| 16220       | Tailor                                                  | 24.28            |
| 16250       | Washer, Machine                                         | 20.53            |
| 19000       | Machine Tool Operation And Repair Occupations           |                  |
| 19010       | Machine-Tool Operator (Tool Room)                       | 31.46            |
| 19040       | Tool And Die Maker                                      | 38.21            |
| 21000       | Materials Handling And Packing Occupations              |                  |
| 21020       | Forklift Operator                                       | 24.50            |
| 21030       | Material Coordinator                                    | 28.47            |
| 21040       | Material Expediter                                      | 28.47            |
| 21050       | Material Handling Laborer                               | 18.44            |
| 21071       | Order Filler                                            | 18.24            |
| 21080       | Production Line Worker (Food Processing)                | 24.50            |
| 21110       | Shipping Packer                                         | 21.99            |
| 21130       | Shipping/Receiving Clerk                                | 21.99            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21140       | Store Worker I                                    | 19.08            |
| 21150       | Stock Clerk                                       | 22.91            |
| 21210       | Tools And Parts Attendant                         | 24.50            |
| 21410       | Warehouse Specialist                              | 24.50            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 49.63            |
| 23019       | Aircraft Logs and Records Technician              | 39.35            |
| 23021       | Aircraft Mechanic I                               | 47.14            |
| 23022       | Aircraft Mechanic II                              | 49.63            |
| 23023       | Aircraft Mechanic III                             | 52.05            |
| 23040       | Aircraft Mechanic Helper                          | 33.18            |
| 23050       | Aircraft, Painter                                 | 44.76            |
| 23060       | Aircraft Servicer                                 | 39.35            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 44.76            |
| 23080       | Aircraft Worker                                   | 42.15            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 42.15            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 47.14            |
| 23110       | Appliance Mechanic                                | 27.81            |
| 23120       | Bicycle Repairer                                  | 21.23            |
| 23125       | Cable Splicer                                     | 40.48            |
| 23130       | Carpenter, Maintenance                            | 28.16            |
| 23140       | Carpet Layer                                      | 24.79            |
| 23160       | Electrician, Maintenance                          | 33.41            |
| 23181       | Electronics Technician Maintenance I              | 35.18            |
| 23182       | Electronics Technician Maintenance II             | 37.35            |
| 23183       | Electronics Technician Maintenance III            | 39.32            |
| 23260       | Fabric Worker                                     | 27.66            |
| 23290       | Fire Alarm System Mechanic                        | 32.73            |
| 23310       | Fire Extinguisher Repairer                        | 25.49            |
| 23311       | Fuel Distribution System Mechanic                 | 37.07            |
| 23312       | Fuel Distribution System Operator                 | 28.53            |
| 23370       | General Maintenance Worker                        | 24.38            |
| 23380       | Ground Support Equipment Mechanic                 | 47.14            |
| 23381       | Ground Support Equipment Servicer                 | 39.35            |
| 23382       | Ground Support Equipment Worker                   | 42.15            |
| 23391       | Gunsmith I                                        | 25.49            |
| 23392       | Gunsmith II                                       | 29.64            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23393       | Gunsmith III                                                           | 33.13            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 31.79            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 33.49            |
| 23430       | Heavy Equipment Mechanic                                               | 32.89            |
| 23440       | Heavy Equipment Operator                                               | 29.14            |
| 23460       | Instrument Mechanic                                                    | 35.15            |
| 23465       | Laboratory/Shelter Mechanic                                            | 31.46            |
| 23470       | Laborer                                                                | 18.44            |
| 23510       | Locksmith                                                              | 32.72            |
| 23530       | Machinery Maintenance Mechanic                                         | 32.73            |
| 23550       | Machinist, Maintenance                                                 | 31.20            |
| 23580       | Maintenance Trades Helper                                              | 18.67            |
| 23591       | Metrology Technician I                                                 | 35.15            |
| 23592       | Metrology Technician II                                                | 37.03            |
| 23593       | Metrology Technician III                                               | 38.83            |
| 23640       | Millwright                                                             | 32.73            |
| 23710       | Office Appliance Repairer                                              | 25.26            |
| 23760       | Painter, Maintenance                                                   | 25.53            |
| 23790       | Pipefitter, Maintenance                                                | 33.08            |
| 23810       | Plumber, Maintenance                                                   | 31.42            |
| 23820       | Pneudraulic Systems Mechanic                                           | 33.13            |
| 23850       | Rigger                                                                 | 34.16            |
| 23870       | Scale Mechanic                                                         | 29.64            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 32.73            |
| 23910       | Small Engine Mechanic                                                  | 25.31            |
| 23931       | Telecommunications Mechanic I                                          | 37.06            |
| 23932       | Telecommunications Mechanic II                                         | 39.03            |
| 23950       | Telephone Lineman                                                      | 43.07            |
| 23960       | Welder, Combination, Maintenance                                       | 29.51            |
| 23965       | Well Driller                                                           | 32.52            |
| 23970       | Woodcraft Worker                                                       | 33.13            |
| 23980       | Woodworker                                                             | 25.49            |
| 24000       | Personal Needs Occupations                                             |                  |
| 24550       | Case Manager                                                           | 21.35            |
| 24570       | Child Care Attendant                                                   | 17.20 ***        |
| 24580       | Child Care Center Clerk                                                | 21.46            |
| 24610       | Chore Aide                                                             | 18.19            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 24620       | Family Readiness And Support Services Coordinator | 21.35       |             |
| 24630       | Homemaker                                         | 21.35       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 40.12       |             |
| 25040       | Sewage Plant Operator                             | 29.55       |             |
| 25070       | Stationary Engineer                               | 40.12       |             |
| 25190       | Ventilation Equipment Tender                      | 28.25       |             |
| 25210       | Water Treatment Plant Operator                    | 29.55       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 27.70       |             |
| 27007       | Baggage Inspector                                 | 19.39       |             |
| 27008       | Corrections Officer                               | 31.85       |             |
| 27010       | Court Security Officer                            | 30.66       |             |
| 27030       | Detection Dog Handler                             | 21.69       |             |
| 27040       | Detention Officer                                 | 31.85       |             |
| 27070       | Firefighter                                       | 31.96       |             |
| 27101       | Guard I                                           | 19.39       |             |
| 27102       | Guard II                                          | 21.69       |             |
| 27131       | Police Officer I                                  | 33.39       |             |
| 27132       | Police Officer II                                 | 37.10       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 21.51       |             |
| 28042       | Carnival Equipment Repairer                       | 23.50       |             |
| 28043       | Carnival Worker                                   | 17.08       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 21.04       |             |
| 28310       | Lifeguard                                         | 16.92       | ***         |
| 28350       | Park Attendant (Aide)                             | 23.53       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 17.18       | ***         |
| 28515       | Recreation Specialist                             | 29.16       |             |
| 28630       | Sports Official                                   | 18.75       |             |
| 28690       | Swimming Pool Operator                            | 27.33       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services    |             |             |
| 29010       | Blocker And Bracer                                | 35.06       |             |
| 29020       | Hatch Tender                                      | 35.06       |             |
| 29030       | Line Handler                                      | 35.06       |             |
| 29041       | Stevedore I                                       | 32.73       |             |
| 29042       | Stevedore II                                      | 37.23       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 52.72            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 36.35            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 40.04            |
| 30021       | Archeological Technician I                     | 23.39            |
| 30022       | Archeological Technician II                    | 26.17            |
| 30023       | Archeological Technician III                   | 32.41            |
| 30030       | Cartographic Technician                        | 32.41            |
| 30040       | Civil Engineering Technician                   | 37.80            |
| 30051       | Cryogenic Technician I                         | 35.90            |
| 30052       | Cryogenic Technician II                        | 39.64            |
| 30061       | Drafter/CAD Operator I                         | 23.39            |
| 30062       | Drafter/CAD Operator II                        | 26.17            |
| 30063       | Drafter/CAD Operator III                       | 29.16            |
| 30064       | Drafter/CAD Operator IV                        | 35.90            |
| 30081       | Engineering Technician I                       | 22.92            |
| 30082       | Engineering Technician II                      | 25.72            |
| 30083       | Engineering Technician III                     | 28.79            |
| 30084       | Engineering Technician IV                      | 35.64            |
| 30085       | Engineering Technician V                       | 43.61            |
| 30086       | Engineering Technician VI                      | 52.76            |
| 30090       | Environmental Technician                       | 32.41            |
| 30095       | Evidence Control Specialist                    | 32.41            |
| 30210       | Laboratory Technician                          | 29.16            |
| 30221       | Latent Fingerprint Technician I                | 37.63            |
| 30222       | Latent Fingerprint Technician II               | 41.56            |
| 30240       | Mathematical Technician                        | 38.51            |
| 30361       | Paralegal/Legal Assistant I                    | 25.58            |
| 30362       | Paralegal/Legal Assistant II                   | 31.69            |
| 30363       | Paralegal/Legal Assistant III                  | 38.77            |
| 30364       | Paralegal/Legal Assistant IV                   | 46.90            |
| 30375       | Petroleum Supply Specialist                    | 39.64            |
| 30390       | Photo-Optics Technician                        | 32.41            |
| 30395       | Radiation Control Technician                   | 39.64            |
| 30461       | Technical Writer I                             | 32.98            |
| 30462       | Technical Writer II                            | 40.34            |
| 30463       | Technical Writer III                           | 48.81            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 33.50       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 40.54       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 48.59       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 33.50       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 33.50       |             |
| 30501       | Weather Forecaster I                                     | 35.90       |             |
| 30502       | Weather Forecaster II                                    | 43.66       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 29.16       | see 2       |
| 30621       | Weather Observer, Senior                                 | 32.41       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 40.54       |             |
| 31020       | Bus Aide                                                 | 18.33       |             |
| 31030       | Bus Driver                                               | 26.31       |             |
| 31043       | Driver Courier                                           | 20.84       |             |
| 31260       | Parking and Lot Attendant                                | 16.85       | ***         |
| 31290       | Shuttle Bus Driver                                       | 19.93       |             |
| 31310       | Taxi Driver                                              | 17.71       | ***         |
| 31361       | Truckdriver, Light                                       | 22.77       |             |
| 31362       | Truckdriver, Medium                                      | 24.71       |             |
| 31363       | Truckdriver, Heavy                                       | 27.88       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 27.88       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 19.76       |             |
| 99030       | Cashier                                                  | 15.83       | ***         |
| 99050       | Desk Clerk                                               | 16.90       | ***         |
| 99095       | Embalmer                                                 | 34.10       |             |
| 99130       | Flight Follower                                          | 33.50       |             |
| 99251       | Laboratory Animal Caretaker I                            | 20.32       |             |
| 99252       | Laboratory Animal Caretaker II                           | 22.20       |             |
| 99260       | Marketing Analyst                                        | 38.33       |             |
| 99310       | Mortician                                                | 34.10       |             |
| 99410       | Pest Controller                                          | 24.10       |             |
| 99510       | Photofinishing Worker                                    | 22.57       |             |
| 99710       | Recycling Laborer                                        | 22.98       |             |
| 99711       | Recycling Specialist                                     | 28.16       |             |
| 99730       | Refuse Collector                                         | 20.95       |             |
| 99810       | Sales Clerk                                              | 16.89       | ***         |



| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99820       | School Crossing Guard           | 20.03       |             |
| 99830       | Survey Party Chief              | 31.00       |             |
| 99831       | Surveying Aide                  | 19.26       |             |
| 99832       | Surveying Technician            | 29.45       |             |
| 99840       | Vending Machine Attendant       | 18.73       |             |
| 99841       | Vending Machine Repairer        | 23.80       |             |
| 99842       | Vending Machine Repairer Helper | 18.73       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5875**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/25/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: West Virginia

Area: West Virginia County of Morgan

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 18.27       |             |
| 01012       | Accounting Clerk II                             | 20.50       |             |
| 01013       | Accounting Clerk III                            | 22.93       |             |
| 01020       | Administrative Assistant                        | 24.68       |             |
| 01035       | Court Reporter                                  | 23.53       |             |
| 01041       | Customer Service Representative I               | 16.37       | ***         |
| 01042       | Customer Service Representative II              | 17.86       |             |
| 01043       | Customer Service Representative III             | 20.05       |             |
| 01051       | Data Entry Operator I                           | 16.78       | ***         |
| 01052       | Data Entry Operator II                          | 18.29       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 24.18       |             |
| 01070       | Document Preparation Clerk                      | 16.02       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.02       | ***         |
| 01111       | General Clerk I                                 | 16.31       | ***         |
| 01112       | General Clerk II                                | 17.80       |             |
| 01113       | General Clerk III                               | 19.99       |             |
| 01120       | Housing Referral Assistant                      | 22.42       |             |
| 01141       | Messenger Courier                               | 15.81       | ***         |
| 01191       | Order Clerk I                                   | 15.16       | ***         |
| 01192       | Order Clerk II                                  | 16.54       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 19.62       |             |
| 01262       | Personnel Assistant (Employment) II             | 21.95       |             |
| 01263       | Personnel Assistant (Employment) III            | 24.48       |             |
| 01270       | Production Control Clerk                        | 25.59       |             |
| 01290       | Rental Clerk                                    | 15.00       | ***         |
| 01300       | Scheduler, Maintenance                          | 17.97       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 17.97       |             |
| 01312       | Secretary II                             | 20.11       |             |
| 01313       | Secretary III                            | 22.42       |             |
| 01320       | Service Order Dispatcher                 | 21.62       |             |
| 01410       | Supply Technician                        | 24.68       |             |
| 01420       | Survey Worker                            | 16.23       | ***         |
| 01460       | Switchboard Operator/Receptionist        | 15.25       | ***         |
| 01531       | Travel Clerk I                           | 16.02       | ***         |
| 01532       | Travel Clerk II                          | 17.97       |             |
| 01533       | Travel Clerk III                         | 19.76       |             |
| 01611       | Word Processor I                         | 16.02       | ***         |
| 01612       | Word Processor II                        | 17.97       |             |
| 01613       | Word Processor III                       | 20.11       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 21.59       |             |
| 05010       | Automotive Electrician                   | 17.70       | ***         |
| 05040       | Automotive Glass Installer               | 16.86       | ***         |
| 05070       | Automotive Worker                        | 16.86       | ***         |
| 05110       | Mobile Equipment Servicer                | 15.20       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 18.43       |             |
| 05160       | Motor Equipment Metal Worker             | 16.86       | ***         |
| 05190       | Motor Vehicle Mechanic                   | 18.43       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 14.37       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 16.04       | ***         |
| 05280       | Motor Vehicle Wrecker                    | 16.86       | ***         |
| 05310       | Painter, Automotive                      | 17.70       | ***         |
| 05340       | Radiator Repair Specialist               | 16.86       | ***         |
| 05370       | Tire Repairer                            | 15.14       | ***         |
| 05400       | Transmission Repair Specialist           | 18.43       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 13.34       | ***         |
| 07041       | Cook I                                   | 14.95       | ***         |
| 07042       | Cook II                                  | 16.34       | ***         |
| 07070       | Dishwasher                               | 12.00       | ***         |
| 07130       | Food Service Worker                      | 13.62       | ***         |
| 07210       | Meat Cutter                              | 16.12       | ***         |
| 07260       | Waiter/Waitress                          | 13.19       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.14       |             |
| 09040       | Furniture Handler                            | 15.84       | ***         |
| 09080       | Furniture Refinisher                         | 22.14       |             |
| 09090       | Furniture Refinisher Helper                  | 17.97       |             |
| 09110       | Furniture Repairer, Minor                    | 20.06       |             |
| 09130       | Upholsterer                                  | 22.14       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.00       | ***         |
| 11060       | Elevator Operator                            | 15.29       | ***         |
| 11090       | Gardener                                     | 17.48       | ***         |
| 11122       | Housekeeping Aide                            | 15.29       | ***         |
| 11150       | Janitor                                      | 15.29       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 14.55       | ***         |
| 11240       | Maid or Houseman                             | 13.85       | ***         |
| 11260       | Pruner                                       | 13.61       | ***         |
| 11270       | Tractor Operator                             | 16.51       | ***         |
| 11330       | Trail Maintenance Worker                     | 14.55       | ***         |
| 11360       | Window Cleaner                               | 16.35       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 15.95       | ***         |
| 12011       | Breath Alcohol Technician                    | 24.89       |             |
| 12012       | Certified Occupational Therapist Assistant   | 31.15       |             |
| 12015       | Certified Physical Therapist Assistant       | 30.35       |             |
| 12020       | Dental Assistant                             | 19.35       |             |
| 12025       | Dental Hygienist                             | 36.14       |             |
| 12030       | EKG Technician                               | 25.62       |             |
| 12035       | Electroneurodiagnostic Technologist          | 25.62       |             |
| 12040       | Emergency Medical Technician                 | 15.95       | ***         |
| 12071       | Licensed Practical Nurse I                   | 22.26       |             |
| 12072       | Licensed Practical Nurse II                  | 24.89       |             |
| 12073       | Licensed Practical Nurse III                 | 27.74       |             |
| 12100       | Medical Assistant                            | 16.24       | ***         |
| 12130       | Medical Laboratory Technician                | 24.38       |             |
| 12160       | Medical Record Clerk                         | 19.33       |             |
| 12190       | Medical Record Technician                    | 21.62       |             |
| 12195       | Medical Transcriptionist                     | 21.74       |             |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 54.71       |             |
| 12221       | Nursing Assistant I                                  | 15.47       | ***         |
| 12222       | Nursing Assistant II                                 | 17.40       | ***         |
| 12223       | Nursing Assistant III                                | 18.99       |             |
| 12224       | Nursing Assistant IV                                 | 21.32       |             |
| 12235       | Optical Dispenser                                    | 18.85       |             |
| 12236       | Optical Technician                                   | 22.26       |             |
| 12250       | Pharmacy Technician                                  | 19.37       |             |
| 12280       | Phlebotomist                                         | 18.66       |             |
| 12305       | Radiologic Technologist                              | 31.78       |             |
| 12311       | Registered Nurse I                                   | 29.69       |             |
| 12312       | Registered Nurse II                                  | 36.31       |             |
| 12313       | Registered Nurse II, Specialist                      | 36.31       |             |
| 12314       | Registered Nurse III                                 | 43.93       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 43.93       |             |
| 12316       | Registered Nurse IV                                  | 52.67       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 30.84       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 22.57       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 16.34       | ***         |
| 13012       | Exhibits Specialist II                               | 20.25       |             |
| 13013       | Exhibits Specialist III                              | 24.77       |             |
| 13041       | Illustrator I                                        | 16.34       | ***         |
| 13042       | Illustrator II                                       | 20.25       |             |
| 13043       | Illustrator III                                      | 24.77       |             |
| 13047       | Librarian                                            | 22.42       |             |
| 13050       | Library Aide/Clerk                                   | 12.13       | ***         |
| 13054       | Library Information Technology Systems Administrator | 20.25       |             |
| 13058       | Library Technician                                   | 15.17       | ***         |
| 13061       | Media Specialist I                                   | 14.61       | ***         |
| 13062       | Media Specialist II                                  | 16.34       | ***         |
| 13063       | Media Specialist III                                 | 18.23       |             |
| 13071       | Photographer I                                       | 14.98       | ***         |
| 13072       | Photographer II                                      | 16.75       | ***         |
| 13073       | Photographer III                                     | 20.76       |             |
| 13074       | Photographer IV                                      | 25.39       |             |
| 13075       | Photographer V                                       | 30.72       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 15.24       | ***         |
| 13110       | Video Teleconference Technician                         | 14.85       | ***         |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 17.70       | ***         |
| 14042       | Computer Operator II                                    | 19.81       |             |
| 14043       | Computer Operator III                                   | 22.09       |             |
| 14044       | Computer Operator IV                                    | 24.54       |             |
| 14045       | Computer Operator V                                     | 27.17       |             |
| 14071       | Computer Programmer I                                   | 24.67       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 17.70       | ***         |
| 14160       | Personal Computer Support Technician                    | 24.94       |             |
| 14170       | System Support Specialist                               | 26.25       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.90       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.02       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 49.17       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.90       |             |
| 15060       | Educational Technologist                                | 30.69       |             |
| 15070       | Flight Instructor (Pilot)                               | 49.17       |             |
| 15080       | Graphic Artist                                          | 19.92       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 49.17       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.17       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.17       |             |
| 15090       | Technical Instructor                                    | 24.53       |             |
| 15095       | Technical Instructor/Course Developer                   | 30.00       |             |
| 15110       | Test Proctor                                            | 19.80       |             |
| 15120       | Tutor                                                   | 19.80       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.78       | ***         |
| 16030       | Counter Attendant                                       | 12.78       | ***         |
| 16040       | Dry Cleaner                                             | 15.77       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 12.78       | ***         |
| 16090       | Presser, Hand                                     | 12.78       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 12.78       | ***         |
| 16130       | Presser, Machine, Shirts                          | 12.78       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 12.78       | ***         |
| 16190       | Sewing Machine Operator                           | 16.83       | ***         |
| 16220       | Tailor                                            | 17.85       |             |
| 16250       | Washer, Machine                                   | 13.72       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 28.68       |             |
| 19040       | Tool And Die Maker                                | 33.56       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 19.03       |             |
| 21030       | Material Coordinator                              | 25.59       |             |
| 21040       | Material Expediter                                | 25.59       |             |
| 21050       | Material Handling Laborer                         | 17.59       | ***         |
| 21071       | Order Filler                                      | 15.84       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 19.03       |             |
| 21110       | Shipping Packer                                   | 19.13       |             |
| 21130       | Shipping/Receiving Clerk                          | 19.13       |             |
| 21140       | Store Worker I                                    | 19.83       |             |
| 21150       | Stock Clerk                                       | 24.21       |             |
| 21210       | Tools And Parts Attendant                         | 19.03       |             |
| 21410       | Warehouse Specialist                              | 19.03       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 29.67       |             |
| 23019       | Aircraft Logs and Records Technician              | 25.03       |             |
| 23021       | Aircraft Mechanic I                               | 28.55       |             |
| 23022       | Aircraft Mechanic II                              | 29.67       |             |
| 23023       | Aircraft Mechanic III                             | 30.77       |             |
| 23040       | Aircraft Mechanic Helper                          | 22.68       |             |
| 23050       | Aircraft, Painter                                 | 27.45       |             |
| 23060       | Aircraft Servicer                                 | 25.03       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 27.45       |             |
| 23080       | Aircraft Worker                                   | 26.20       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 26.20       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 28.55       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23110       | Appliance Mechanic                                                     | 28.68       |             |
| 23120       | Bicycle Repairer                                                       | 24.59       |             |
| 23125       | Cable Splicer                                                          | 41.37       |             |
| 23130       | Carpenter, Maintenance                                                 | 22.00       |             |
| 23140       | Carpet Layer                                                           | 27.32       |             |
| 23160       | Electrician, Maintenance                                               | 31.03       |             |
| 23181       | Electronics Technician Maintenance I                                   | 33.06       |             |
| 23182       | Electronics Technician Maintenance II                                  | 35.21       |             |
| 23183       | Electronics Technician Maintenance III                                 | 36.39       |             |
| 23260       | Fabric Worker                                                          | 25.97       |             |
| 23290       | Fire Alarm System Mechanic                                             | 27.16       |             |
| 23310       | Fire Extinguisher Repairer                                             | 24.59       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 39.69       |             |
| 23312       | Fuel Distribution System Operator                                      | 32.73       |             |
| 23370       | General Maintenance Worker                                             | 19.35       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 28.55       |             |
| 23381       | Ground Support Equipment Servicer                                      | 25.03       |             |
| 23382       | Ground Support Equipment Worker                                        | 26.20       |             |
| 23391       | Gunsmith I                                                             | 24.59       |             |
| 23392       | Gunsmith II                                                            | 27.32       |             |
| 23393       | Gunsmith III                                                           | 29.88       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.53       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 23.49       |             |
| 23430       | Heavy Equipment Mechanic                                               | 27.25       |             |
| 23440       | Heavy Equipment Operator                                               | 23.91       |             |
| 23460       | Instrument Mechanic                                                    | 29.88       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.68       |             |
| 23470       | Laborer                                                                | 17.59       | ***         |
| 23510       | Locksmith                                                              | 28.68       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 28.39       |             |
| 23550       | Machinist, Maintenance                                                 | 24.89       |             |
| 23580       | Maintenance Trades Helper                                              | 17.83       |             |
| 23591       | Metrology Technician I                                                 | 29.88       |             |
| 23592       | Metrology Technician II                                                | 31.14       |             |
| 23593       | Metrology Technician III                                               | 32.30       |             |
| 23640       | Millwright                                                             | 30.87       |             |
| 23710       | Office Appliance Repairer                                              | 24.76       |             |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 22.94       |             |
| 23790                                         | Pipefitter, Maintenance                           | 26.28       |             |
| 23810                                         | Plumber, Maintenance                              | 26.08       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 29.88       |             |
| 23850                                         | Rigger                                            | 29.88       |             |
| 23870                                         | Scale Mechanic                                    | 27.32       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 27.79       |             |
| 23910                                         | Small Engine Mechanic                             | 19.07       |             |
| 23931                                         | Telecommunications Mechanic I                     | 28.81       |             |
| 23932                                         | Telecommunications Mechanic II                    | 29.75       |             |
| 23950                                         | Telephone Lineman                                 | 39.76       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 23.42       |             |
| 23965                                         | Well Driller                                      | 29.80       |             |
| 23970                                         | Woodcraft Worker                                  | 29.88       |             |
| 23980                                         | Woodworker                                        | 24.59       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 18.72       |             |
| 24570                                         | Child Care Attendant                              | 11.50       | ***         |
| 24580                                         | Child Care Center Clerk                           | 14.33       | ***         |
| 24610                                         | Chore Aide                                        | 13.96       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 18.72       |             |
| 24630                                         | Homemaker                                         | 18.72       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 27.55       |             |
| 25040                                         | Sewage Plant Operator                             | 22.32       |             |
| 25070                                         | Stationary Engineer                               | 27.55       |             |
| 25190                                         | Ventilation Equipment Tender                      | 22.52       |             |
| 25210                                         | Water Treatment Plant Operator                    | 22.32       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 18.14       |             |
| 27007                                         | Baggage Inspector                                 | 15.57       | ***         |
| 27008                                         | Corrections Officer                               | 22.24       |             |
| 27010                                         | Court Security Officer                            | 24.19       |             |
| 27030                                         | Detection Dog Handler                             | 17.41       | ***         |
| 27040                                         | Detention Officer                                 | 22.24       |             |
| 27070                                         | Firefighter                                       | 24.78       |             |
| 27101                                         | Guard I                                           | 15.57       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 17.41       | ***         |
| 27131       | Police Officer I                               | 26.05       |             |
| 27132       | Police Officer II                              | 28.94       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.25       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.07       | ***         |
| 28043       | Carnival Worker                                | 11.74       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 18.11       |             |
| 28310       | Lifeguard                                      | 15.09       | ***         |
| 28350       | Park Attendant (Aide)                          | 20.14       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.77       | ***         |
| 28515       | Recreation Specialist                          | 24.54       |             |
| 28630       | Sports Official                                | 15.77       | ***         |
| 28690       | Swimming Pool Operator                         | 16.72       | ***         |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 28.86       |             |
| 29020       | Hatch Tender                                   | 28.86       |             |
| 29030       | Line Handler                                   | 28.86       |             |
| 29041       | Stevedore I                                    | 27.83       |             |
| 29042       | Stevedore II                                   | 29.86       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 52.72       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 36.35       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 40.04       |             |
| 30021       | Archeological Technician I                     | 23.75       |             |
| 30022       | Archeological Technician II                    | 26.56       |             |
| 30023       | Archeological Technician III                   | 32.90       |             |
| 30030       | Cartographic Technician                        | 32.90       |             |
| 30040       | Civil Engineering Technician                   | 28.29       |             |
| 30051       | Cryogenic Technician I                         | 36.44       |             |
| 30052       | Cryogenic Technician II                        | 40.24       |             |
| 30061       | Drafter/CAD Operator I                         | 23.75       |             |
| 30062       | Drafter/CAD Operator II                        | 26.56       |             |
| 30063       | Drafter/CAD Operator III                       | 29.60       |             |
| 30064       | Drafter/CAD Operator IV                        | 36.44       |             |
| 30081       | Engineering Technician I                       | 20.68       |             |
| 30082       | Engineering Technician II                      | 23.21       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30083       | Engineering Technician III                               | 25.96       |             |
| 30084       | Engineering Technician IV                                | 32.18       |             |
| 30085       | Engineering Technician V                                 | 39.36       |             |
| 30086       | Engineering Technician VI                                | 47.61       |             |
| 30090       | Environmental Technician                                 | 27.32       |             |
| 30095       | Evidence Control Specialist                              | 32.90       |             |
| 30210       | Laboratory Technician                                    | 28.61       |             |
| 30221       | Latent Fingerprint Technician I                          | 36.44       |             |
| 30222       | Latent Fingerprint Technician II                         | 40.24       |             |
| 30240       | Mathematical Technician                                  | 32.90       |             |
| 30361       | Paralegal/Legal Assistant I                              | 23.44       |             |
| 30362       | Paralegal/Legal Assistant II                             | 28.42       |             |
| 30363       | Paralegal/Legal Assistant III                            | 34.79       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 42.10       |             |
| 30375       | Petroleum Supply Specialist                              | 40.24       |             |
| 30390       | Photo-Optics Technician                                  | 32.90       |             |
| 30395       | Radiation Control Technician                             | 40.24       |             |
| 30461       | Technical Writer I                                       | 32.90       |             |
| 30462       | Technical Writer II                                      | 40.24       |             |
| 30463       | Technical Writer III                                     | 48.69       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 33.50       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 40.54       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 48.59       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 33.50       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 33.50       |             |
| 30501       | Weather Forecaster I                                     | 36.44       |             |
| 30502       | Weather Forecaster II                                    | 44.33       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 29.60       | see 2       |
| 30621       | Weather Observer, Senior                                 | 32.90       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 40.54       |             |
| 31020       | Bus Aide                                                 | 16.99       | ***         |
| 31030       | Bus Driver                                               | 20.97       |             |
| 31043       | Driver Courier                                           | 16.56       | ***         |
| 31260       | Parking and Lot Attendant                                | 15.27       | ***         |
| 31290       | Shuttle Bus Driver                                       | 15.81       | ***         |
| 31310       | Taxi Driver                                              | 11.88       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 17.52       | ***         |
| 31362       | Truckdriver, Medium             | 18.49       |             |
| 31363       | Truckdriver, Heavy              | 24.66       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 24.66       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 19.76       |             |
| 99030       | Cashier                         | 11.89       | ***         |
| 99050       | Desk Clerk                      | 11.94       | ***         |
| 99095       | Embalmer                        | 33.50       |             |
| 99130       | Flight Follower                 | 33.50       |             |
| 99251       | Laboratory Animal Caretaker I   | 14.99       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 15.86       | ***         |
| 99260       | Marketing Analyst               | 23.86       |             |
| 99310       | Mortician                       | 33.50       |             |
| 99410       | Pest Controller                 | 18.48       |             |
| 99510       | Photofinishing Worker           | 17.61       | ***         |
| 99710       | Recycling Laborer               | 16.84       | ***         |
| 99711       | Recycling Specialist            | 19.12       |             |
| 99730       | Refuse Collector                | 15.75       | ***         |
| 99810       | Sales Clerk                     | 14.66       | ***         |
| 99820       | School Crossing Guard           | 17.97       |             |
| 99830       | Survey Party Chief              | 28.33       |             |
| 99831       | Surveying Aide                  | 17.51       | ***         |
| 99832       | Surveying Technician            | 24.06       |             |
| 99840       | Vending Machine Attendant       | 19.19       |             |
| 99841       | Vending Machine Repairer        | 22.55       |             |
| 99842       | Vending Machine Repairer Helper | 19.19       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.



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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5877**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/25/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Virginia

Area: Virginia County of Buckingham

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 18.24     |
| 01012 | Accounting Clerk II                             | 20.46     |
| 01013 | Accounting Clerk III                            | 22.89     |
| 01020 | Administrative Assistant                        | 31.78     |
| 01035 | Court Reporter                                  | 21.12     |
| 01041 | Customer Service Representative I               | 15.92 *** |
| 01042 | Customer Service Representative II              | 17.37 *** |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01043       | Customer Service Representative III  | 19.50       |             |
| 01051       | Data Entry Operator I                | 16.65       | ***         |
| 01052       | Data Entry Operator II               | 18.17       |             |
| 01060       | Dispatcher, Motor Vehicle            | 24.02       |             |
| 01070       | Document Preparation Clerk           | 18.60       |             |
| 01090       | Duplicating Machine Operator         | 18.60       |             |
| 01111       | General Clerk I                      | 15.70       | ***         |
| 01112       | General Clerk II                     | 17.14       | ***         |
| 01113       | General Clerk III                    | 19.23       |             |
| 01120       | Housing Referral Assistant           | 23.06       |             |
| 01141       | Messenger Courier                    | 15.08       | ***         |
| 01191       | Order Clerk I                        | 17.34       | ***         |
| 01192       | Order Clerk II                       | 18.92       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.44       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.74       |             |
| 01263       | Personnel Assistant (Employment) III | 24.23       |             |
| 01270       | Production Control Clerk             | 27.28       |             |
| 01290       | Rental Clerk                         | 18.11       |             |
| 01300       | Scheduler, Maintenance               | 18.49       |             |
| 01311       | Secretary I                          | 18.49       |             |
| 01312       | Secretary II                         | 20.68       |             |
| 01313       | Secretary III                        | 23.06       |             |
| 01320       | Service Order Dispatcher             | 21.46       |             |
| 01410       | Supply Technician                    | 31.78       |             |
| 01420       | Survey Worker                        | 18.42       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.43       | ***         |
| 01531       | Travel Clerk I                       | 17.45       | ***         |
| 01532       | Travel Clerk II                      | 18.61       |             |
| 01533       | Travel Clerk III                     | 20.55       |             |
| 01611       | Word Processor I                     | 16.47       | ***         |
| 01612       | Word Processor II                    | 18.88       |             |
| 01613       | Word Processor III                   | 20.68       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 27.69       |             |
| 05010       | Automotive Electrician               | 22.28       |             |
| 05040       | Automotive Glass Installer           | 21.00       |             |
| 05070       | Automotive Worker                    | 21.00       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05110       | Mobile Equipment Servicer                    | 18.37       |             |
| 05130       | Motor Equipment Metal Mechanic               | 23.38       |             |
| 05160       | Motor Equipment Metal Worker                 | 21.00       |             |
| 05190       | Motor Vehicle Mechanic                       | 23.38       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.99       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.58       |             |
| 05280       | Motor Vehicle Wrecker                        | 21.00       |             |
| 05310       | Painter, Automotive                          | 22.28       |             |
| 05340       | Radiator Repair Specialist                   | 21.00       |             |
| 05370       | Tire Repairer                                | 19.88       |             |
| 05400       | Transmission Repair Specialist               | 23.38       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 16.43       | ***         |
| 07041       | Cook I                                       | 17.41       | ***         |
| 07042       | Cook II                                      | 19.95       |             |
| 07070       | Dishwasher                                   | 14.10       | ***         |
| 07130       | Food Service Worker                          | 14.29       | ***         |
| 07210       | Meat Cutter                                  | 18.82       |             |
| 07260       | Waiter/Waitress                              | 16.30       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 27.12       |             |
| 09040       | Furniture Handler                            | 16.98       | ***         |
| 09080       | Furniture Refinisher                         | 27.12       |             |
| 09090       | Furniture Refinisher Helper                  | 20.68       |             |
| 09110       | Furniture Repairer, Minor                    | 23.83       |             |
| 09130       | Upholsterer                                  | 27.12       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.13       | ***         |
| 11060       | Elevator Operator                            | 14.70       | ***         |
| 11090       | Gardener                                     | 23.20       |             |
| 11122       | Housekeeping Aide                            | 14.70       | ***         |
| 11150       | Janitor                                      | 14.70       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.64       | ***         |
| 11240       | Maid or Houseman                             | 15.09       | ***         |
| 11260       | Pruner                                       | 15.65       | ***         |
| 11270       | Tractor Operator                             | 21.46       |             |
| 11330       | Trail Maintenance Worker                     | 17.64       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate Note</b> |
|-------------|--------------------------------------------|------------------|
| 11360       | Window Cleaner                             | 16.35 ***        |
| 12000       | Health Occupations                         |                  |
| 12010       | Ambulance Driver                           | 21.85            |
| 12011       | Breath Alcohol Technician                  | 25.97            |
| 12012       | Certified Occupational Therapist Assistant | 35.64            |
| 12015       | Certified Physical Therapist Assistant     | 33.95            |
| 12020       | Dental Assistant                           | 21.94            |
| 12025       | Dental Hygienist                           | 44.23            |
| 12030       | EKG Technician                             | 39.20            |
| 12035       | Electroneurodiagnostic Technologist        | 39.20            |
| 12040       | Emergency Medical Technician               | 21.85            |
| 12071       | Licensed Practical Nurse I                 | 23.22            |
| 12072       | Licensed Practical Nurse II                | 25.97            |
| 12073       | Licensed Practical Nurse III               | 28.95            |
| 12100       | Medical Assistant                          | 18.99            |
| 12130       | Medical Laboratory Technician              | 28.61            |
| 12160       | Medical Record Clerk                       | 23.38            |
| 12190       | Medical Record Technician                  | 26.15            |
| 12195       | Medical Transcriptionist                   | 23.13            |
| 12210       | Nuclear Medicine Technologist              | 57.08            |
| 12221       | Nursing Assistant I                        | 14.36 ***        |
| 12222       | Nursing Assistant II                       | 16.15 ***        |
| 12223       | Nursing Assistant III                      | 17.62 ***        |
| 12224       | Nursing Assistant IV                       | 19.78            |
| 12235       | Optical Dispenser                          | 26.98            |
| 12236       | Optical Technician                         | 23.13            |
| 12250       | Pharmacy Technician                        | 20.13            |
| 12280       | Phlebotomist                               | 19.90            |
| 12305       | Radiologic Technologist                    | 36.32            |
| 12311       | Registered Nurse I                         | 26.69            |
| 12312       | Registered Nurse II                        | 32.64            |
| 12313       | Registered Nurse II, Specialist            | 32.64            |
| 12314       | Registered Nurse III                       | 39.49            |
| 12315       | Registered Nurse III, Anesthetist          | 39.49            |
| 12316       | Registered Nurse IV                        | 47.35            |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 32.19            |
| 12320       | Substance Abuse Treatment Counselor        | 26.35            |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 25.17       |             |
| 13012       | Exhibits Specialist II                               | 31.17       |             |
| 13013       | Exhibits Specialist III                              | 38.14       |             |
| 13041       | Illustrator I                                        | 25.17       |             |
| 13042       | Illustrator II                                       | 31.17       |             |
| 13043       | Illustrator III                                      | 38.14       |             |
| 13047       | Librarian                                            | 34.53       |             |
| 13050       | Library Aide/Clerk                                   | 14.29       | ***         |
| 13054       | Library Information Technology Systems Administrator | 31.17       |             |
| 13058       | Library Technician                                   | 23.86       |             |
| 13061       | Media Specialist I                                   | 22.51       |             |
| 13062       | Media Specialist II                                  | 25.17       |             |
| 13063       | Media Specialist III                                 | 28.05       |             |
| 13071       | Photographer I                                       | 20.46       |             |
| 13072       | Photographer II                                      | 22.88       |             |
| 13073       | Photographer III                                     | 28.34       |             |
| 13074       | Photographer IV                                      | 34.67       |             |
| 13075       | Photographer V                                       | 41.96       |             |
| 13090       | Technical Order Library Clerk                        | 17.94       |             |
| 13110       | Video Teleconference Technician                      | 23.02       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 20.78       |             |
| 14042       | Computer Operator II                                 | 23.24       |             |
| 14043       | Computer Operator III                                | 25.91       |             |
| 14044       | Computer Operator IV                                 | 28.79       |             |
| 14045       | Computer Operator V                                  | 31.89       |             |
| 14071       | Computer Programmer I                                |             | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 20.78       |             |
| 14160       | Personal Computer Support Technician                 | 28.79       |             |
| 14170       | System Support Specialist                            | 32.02       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.53       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 40.56       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 48.62       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.53       |             |
| 15060       | Educational Technologist                                | 39.01       |             |
| 15070       | Flight Instructor (Pilot)                               | 48.62       |             |
| 15080       | Graphic Artist                                          | 26.44       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 48.62       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 48.62       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 48.62       |             |
| 15090       | Technical Instructor                                    | 30.44       |             |
| 15095       | Technical Instructor/Course Developer                   | 37.24       |             |
| 15110       | Test Proctor                                            | 24.57       |             |
| 15120       | Tutor                                                   | 24.57       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 14.10       | ***         |
| 16030       | Counter Attendant                                       | 14.10       | ***         |
| 16040       | Dry Cleaner                                             | 16.13       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 14.10       | ***         |
| 16090       | Presser, Hand                                           | 14.10       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 14.10       | ***         |
| 16130       | Presser, Machine, Shirts                                | 14.10       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 14.10       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.81       | ***         |
| 16220       | Tailor                                                  | 17.63       | ***         |
| 16250       | Washer, Machine                                         | 14.78       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.92       |             |
| 19040       | Tool And Die Maker                                      | 32.30       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.80       |             |
| 21030       | Material Coordinator                                    | 27.28       |             |
| 21040       | Material Expediter                                      | 27.28       |             |
| 21050       | Material Handling Laborer                               | 17.05       | ***         |
| 21071       | Order Filler                                            | 16.22       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.80       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21110       | Shipping Packer                                   | 19.98            |
| 21130       | Shipping/Receiving Clerk                          | 19.98            |
| 21140       | Store Worker I                                    | 15.41 ***        |
| 21150       | Stock Clerk                                       | 21.09            |
| 21210       | Tools And Parts Attendant                         | 20.80            |
| 21410       | Warehouse Specialist                              | 20.80            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 29.72            |
| 23019       | Aircraft Logs and Records Technician              | 23.78            |
| 23021       | Aircraft Mechanic I                               | 28.41            |
| 23022       | Aircraft Mechanic II                              | 29.72            |
| 23023       | Aircraft Mechanic III                             | 31.09            |
| 23040       | Aircraft Mechanic Helper                          | 21.41            |
| 23050       | Aircraft, Painter                                 | 27.07            |
| 23060       | Aircraft Servicer                                 | 23.78            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 27.07            |
| 23080       | Aircraft Worker                                   | 25.51            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 25.51            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 28.41            |
| 23110       | Appliance Mechanic                                | 26.92            |
| 23120       | Bicycle Repairer                                  | 22.19            |
| 23125       | Cable Splicer                                     | 40.04            |
| 23130       | Carpenter, Maintenance                            | 23.50            |
| 23140       | Carpet Layer                                      | 25.37            |
| 23160       | Electrician, Maintenance                          | 28.35            |
| 23181       | Electronics Technician Maintenance I              | 27.91            |
| 23182       | Electronics Technician Maintenance II             | 29.61            |
| 23183       | Electronics Technician Maintenance III            | 31.08            |
| 23260       | Fabric Worker                                     | 23.65            |
| 23290       | Fire Alarm System Mechanic                        | 28.16            |
| 23310       | Fire Extinguisher Repairer                        | 22.19            |
| 23311       | Fuel Distribution System Mechanic                 | 28.41            |
| 23312       | Fuel Distribution System Operator                 | 22.32            |
| 23370       | General Maintenance Worker                        | 22.07            |
| 23380       | Ground Support Equipment Mechanic                 | 28.41            |
| 23381       | Ground Support Equipment Servicer                 | 23.78            |
| 23382       | Ground Support Equipment Worker                   | 25.51            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23391       | Gunsmith I                                                             | 22.19            |
| 23392       | Gunsmith II                                                            | 25.37            |
| 23393       | Gunsmith III                                                           | 28.25            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.96            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 28.20            |
| 23430       | Heavy Equipment Mechanic                                               | 25.74            |
| 23440       | Heavy Equipment Operator                                               | 23.31            |
| 23460       | Instrument Mechanic                                                    | 28.25            |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.92            |
| 23470       | Laborer                                                                | 17.05 ***        |
| 23510       | Locksmith                                                              | 26.92            |
| 23530       | Machinery Maintenance Mechanic                                         | 28.83            |
| 23550       | Machinist, Maintenance                                                 | 27.72            |
| 23580       | Maintenance Trades Helper                                              | 18.75            |
| 23591       | Metrology Technician I                                                 | 28.25            |
| 23592       | Metrology Technician II                                                | 29.55            |
| 23593       | Metrology Technician III                                               | 30.91            |
| 23640       | Millwright                                                             | 28.25            |
| 23710       | Office Appliance Repairer                                              | 26.30            |
| 23760       | Painter, Maintenance                                                   | 21.54            |
| 23790       | Pipefitter, Maintenance                                                | 26.28            |
| 23810       | Plumber, Maintenance                                                   | 25.04            |
| 23820       | Pneudraulic Systems Mechanic                                           | 28.25            |
| 23850       | Rigger                                                                 | 28.25            |
| 23870       | Scale Mechanic                                                         | 25.37            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 26.05            |
| 23910       | Small Engine Mechanic                                                  | 23.90            |
| 23931       | Telecommunications Mechanic I                                          | 33.05            |
| 23932       | Telecommunications Mechanic II                                         | 34.57            |
| 23950       | Telephone Lineman                                                      | 35.09            |
| 23960       | Welder, Combination, Maintenance                                       | 25.62            |
| 23965       | Well Driller                                                           | 28.25            |
| 23970       | Woodcraft Worker                                                       | 28.25            |
| 23980       | Woodworker                                                             | 22.19            |
| 24000       | Personal Needs Occupations                                             |                  |
| 24550       | Case Manager                                                           | 19.08            |
| 24570       | Child Care Attendant                                                   | 13.65 ***        |

| <b>Code</b>                                          | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|------------------------------------------------------|---------------------------------------------------|-------------|-------------|
| 24580                                                | Child Care Center Clerk                           | 17.03       | ***         |
| 24610                                                | Chore Aide                                        | 13.30       | ***         |
| 24620                                                | Family Readiness And Support Services Coordinator | 19.08       |             |
| 24630                                                | Homemaker                                         | 19.08       |             |
| 25000 Plant And System Operations Occupations        |                                                   |             |             |
| 25010                                                | Boiler Tender                                     | 26.83       |             |
| 25040                                                | Sewage Plant Operator                             | 25.57       |             |
| 25070                                                | Stationary Engineer                               | 26.83       |             |
| 25190                                                | Ventilation Equipment Tender                      | 19.46       |             |
| 25210                                                | Water Treatment Plant Operator                    | 25.57       |             |
| 27000 Protective Service Occupations                 |                                                   |             |             |
| 27004                                                | Alarm Monitor                                     | 20.08       |             |
| 27007                                                | Baggage Inspector                                 | 18.34       |             |
| 27008                                                | Corrections Officer                               | 22.65       |             |
| 27010                                                | Court Security Officer                            | 23.43       |             |
| 27030                                                | Detection Dog Handler                             | 20.49       |             |
| 27040                                                | Detention Officer                                 | 22.65       |             |
| 27070                                                | Firefighter                                       | 24.01       |             |
| 27101                                                | Guard I                                           | 18.34       |             |
| 27102                                                | Guard II                                          | 20.49       |             |
| 27131                                                | Police Officer I                                  | 24.31       |             |
| 27132                                                | Police Officer II                                 | 27.01       |             |
| 28000 Recreation Occupations                         |                                                   |             |             |
| 28041                                                | Carnival Equipment Operator                       | 17.69       | ***         |
| 28042                                                | Carnival Equipment Repairer                       | 19.12       |             |
| 28043                                                | Carnival Worker                                   | 13.13       | ***         |
| 28210                                                | Gate Attendant/Gate Tender                        | 19.78       |             |
| 28310                                                | Lifeguard                                         | 14.23       | ***         |
| 28350                                                | Park Attendant (Aide)                             | 22.12       |             |
| 28510                                                | Recreation Aide/Health Facility Attendant         | 16.15       | ***         |
| 28515                                                | Recreation Specialist                             | 27.41       |             |
| 28630                                                | Sports Official                                   | 17.62       | ***         |
| 28690                                                | Swimming Pool Operator                            | 21.85       |             |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                   |             |             |
| 29010                                                | Blocker And Bracer                                | 26.60       |             |
| 29020                                                | Hatch Tender                                      | 26.60       |             |
| 29030                                                | Line Handler                                      | 26.60       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 29041       | Stevedore I                                    | 25.03       |             |
| 29042       | Stevedore II                                   | 28.15       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.13       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.19       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.55       |             |
| 30021       | Archeological Technician I                     | 20.06       |             |
| 30022       | Archeological Technician II                    | 22.44       |             |
| 30023       | Archeological Technician III                   | 27.81       |             |
| 30030       | Cartographic Technician                        | 27.81       |             |
| 30040       | Civil Engineering Technician                   | 26.98       |             |
| 30051       | Cryogenic Technician I                         | 30.79       |             |
| 30052       | Cryogenic Technician II                        | 34.00       |             |
| 30061       | Drafter/CAD Operator I                         | 20.06       |             |
| 30062       | Drafter/CAD Operator II                        | 22.44       |             |
| 30063       | Drafter/CAD Operator III                       | 25.01       |             |
| 30064       | Drafter/CAD Operator IV                        | 30.79       |             |
| 30081       | Engineering Technician I                       | 16.82       | ***         |
| 30082       | Engineering Technician II                      | 18.88       |             |
| 30083       | Engineering Technician III                     | 21.11       |             |
| 30084       | Engineering Technician IV                      | 26.16       |             |
| 30085       | Engineering Technician V                       | 32.00       |             |
| 30086       | Engineering Technician VI                      | 38.72       |             |
| 30090       | Environmental Technician                       | 29.52       |             |
| 30095       | Evidence Control Specialist                    | 27.81       |             |
| 30210       | Laboratory Technician                          | 26.29       |             |
| 30221       | Latent Fingerprint Technician I                | 30.79       |             |
| 30222       | Latent Fingerprint Technician II               | 34.00       |             |
| 30240       | Mathematical Technician                        | 29.21       |             |
| 30361       | Paralegal/Legal Assistant I                    | 23.46       |             |
| 30362       | Paralegal/Legal Assistant II                   | 29.18       |             |
| 30363       | Paralegal/Legal Assistant III                  | 35.69       |             |
| 30364       | Paralegal/Legal Assistant IV                   | 43.18       |             |
| 30375       | Petroleum Supply Specialist                    | 34.00       |             |
| 30390       | Photo-Optics Technician                        | 27.81       |             |
| 30395       | Radiation Control Technician                   | 34.00       |             |
| 30461       | Technical Writer I                             | 29.22       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30462       | Technical Writer II                                      | 35.73       |             |
| 30463       | Technical Writer III                                     | 43.24       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.59       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.01       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.36       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.59       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.59       |             |
| 30501       | Weather Forecaster I                                     | 30.79       |             |
| 30502       | Weather Forecaster II                                    | 37.44       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.01       | see 2       |
| 30621       | Weather Observer, Senior                                 | 27.81       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 37.01       |             |
| 31020       | Bus Aide                                                 | 14.07       | ***         |
| 31030       | Bus Driver                                               | 19.77       |             |
| 31043       | Driver Courier                                           | 18.32       |             |
| 31260       | Parking and Lot Attendant                                | 14.06       | ***         |
| 31290       | Shuttle Bus Driver                                       | 15.77       | ***         |
| 31310       | Taxi Driver                                              | 15.77       | ***         |
| 31361       | Truckdriver, Light                                       | 19.77       |             |
| 31362       | Truckdriver, Medium                                      | 21.10       |             |
| 31363       | Truckdriver, Heavy                                       | 24.33       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.33       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 18.04       |             |
| 99030       | Cashier                                                  | 13.71       | ***         |
| 99050       | Desk Clerk                                               | 14.12       | ***         |
| 99095       | Embalmer                                                 | 32.89       |             |
| 99130       | Flight Follower                                          | 30.59       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.75       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 17.97       |             |
| 99260       | Marketing Analyst                                        | 33.20       |             |
| 99310       | Mortician                                                | 32.89       |             |
| 99410       | Pest Controller                                          | 20.50       |             |
| 99510       | Photofinishing Worker                                    | 16.07       | ***         |
| 99710       | Recycling Laborer                                        | 19.71       |             |
| 99711       | Recycling Specialist                                     | 23.96       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99730       | Refuse Collector                | 17.48       | ***         |
| 99810       | Sales Clerk                     | 14.57       | ***         |
| 99820       | School Crossing Guard           | 16.94       | ***         |
| 99830       | Survey Party Chief              | 26.34       |             |
| 99831       | Surveying Aide                  | 17.23       | ***         |
| 99832       | Surveying Technician            | 23.60       |             |
| 99840       | Vending Machine Attendant       | 23.13       |             |
| 99841       | Vending Machine Repairer        | 28.65       |             |
| 99842       | Vending Machine Repairer Helper | 23.13       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5879**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/25/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Virginia

Area: Virginia County of King and Queen

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 18.81       |             |
| 01012       | Accounting Clerk II                             | 21.11       |             |
| 01013       | Accounting Clerk III                            | 23.61       |             |
| 01020       | Administrative Assistant                        | 33.18       |             |
| 01035       | Court Reporter                                  | 22.03       |             |
| 01041       | Customer Service Representative I               | 15.81       | ***         |
| 01042       | Customer Service Representative II              | 17.25       | ***         |
| 01043       | Customer Service Representative III             | 19.36       |             |
| 01051       | Data Entry Operator I                           | 16.60       | ***         |
| 01052       | Data Entry Operator II                          | 18.12       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 22.23       |             |
| 01070       | Document Preparation Clerk                      | 17.61       | ***         |
| 01090       | Duplicating Machine Operator                    | 17.61       | ***         |
| 01111       | General Clerk I                                 | 17.51       | ***         |
| 01112       | General Clerk II                                | 19.11       |             |
| 01113       | General Clerk III                               | 21.44       |             |
| 01120       | Housing Referral Assistant                      | 24.55       |             |
| 01141       | Messenger Courier                               | 15.65       | ***         |
| 01191       | Order Clerk I                                   | 17.62       | ***         |
| 01192       | Order Clerk II                                  | 19.22       |             |
| 01261       | Personnel Assistant (Employment) I              | 20.44       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01262       | Personnel Assistant (Employment) II      | 22.86       |             |
| 01263       | Personnel Assistant (Employment) III     | 25.48       |             |
| 01270       | Production Control Clerk                 | 29.30       |             |
| 01290       | Rental Clerk                             | 19.01       |             |
| 01300       | Scheduler, Maintenance                   | 19.69       |             |
| 01311       | Secretary I                              | 19.69       |             |
| 01312       | Secretary II                             | 22.03       |             |
| 01313       | Secretary III                            | 24.55       |             |
| 01320       | Service Order Dispatcher                 | 19.77       |             |
| 01410       | Supply Technician                        | 33.18       |             |
| 01420       | Survey Worker                            | 20.99       |             |
| 01460       | Switchboard Operator/Receptionist        | 16.81       | ***         |
| 01531       | Travel Clerk I                           | 16.38       | ***         |
| 01532       | Travel Clerk II                          | 17.74       | ***         |
| 01533       | Travel Clerk III                         | 20.31       |             |
| 01611       | Word Processor I                         | 17.84       |             |
| 01612       | Word Processor II                        | 20.02       |             |
| 01613       | Word Processor III                       | 22.40       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 24.65       |             |
| 05010       | Automotive Electrician                   | 23.07       |             |
| 05040       | Automotive Glass Installer               | 21.97       |             |
| 05070       | Automotive Worker                        | 21.97       |             |
| 05110       | Mobile Equipment Servicer                | 19.76       |             |
| 05130       | Motor Equipment Metal Mechanic           | 24.16       |             |
| 05160       | Motor Equipment Metal Worker             | 21.97       |             |
| 05190       | Motor Vehicle Mechanic                   | 25.18       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 18.66       |             |
| 05250       | Motor Vehicle Upholstery Worker          | 20.86       |             |
| 05280       | Motor Vehicle Wrecker                    | 21.97       |             |
| 05310       | Painter, Automotive                      | 23.07       |             |
| 05340       | Radiator Repair Specialist               | 21.97       |             |
| 05370       | Tire Repairer                            | 16.42       | ***         |
| 05400       | Transmission Repair Specialist           | 24.16       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 20.33       |             |
| 07041       | Cook I                                   | 17.17       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 19.58       |             |
| 07070       | Dishwasher                                   | 13.59       | ***         |
| 07130       | Food Service Worker                          | 13.93       | ***         |
| 07210       | Meat Cutter                                  | 19.62       |             |
| 07260       | Waiter/Waitress                              | 14.34       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 24.27       |             |
| 09040       | Furniture Handler                            | 15.79       | ***         |
| 09080       | Furniture Refinisher                         | 24.27       |             |
| 09090       | Furniture Refinisher Helper                  | 18.83       |             |
| 09110       | Furniture Repairer, Minor                    | 21.63       |             |
| 09130       | Upholsterer                                  | 24.27       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.48       | ***         |
| 11060       | Elevator Operator                            | 14.88       | ***         |
| 11090       | Gardener                                     | 22.62       |             |
| 11122       | Housekeeping Aide                            | 14.88       | ***         |
| 11150       | Janitor                                      | 14.88       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.57       | ***         |
| 11240       | Maid or Houseman                             | 13.98       | ***         |
| 11260       | Pruner                                       | 15.99       | ***         |
| 11270       | Tractor Operator                             | 20.97       |             |
| 11330       | Trail Maintenance Worker                     | 17.57       | ***         |
| 11360       | Window Cleaner                               | 16.30       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 21.66       |             |
| 12011       | Breath Alcohol Technician                    | 26.30       |             |
| 12012       | Certified Occupational Therapist Assistant   | 36.26       |             |
| 12015       | Certified Physical Therapist Assistant       | 32.49       |             |
| 12020       | Dental Assistant                             | 21.67       |             |
| 12025       | Dental Hygienist                             | 47.13       |             |
| 12030       | EKG Technician                               | 38.53       |             |
| 12035       | Electroneurodiagnostic Technologist          | 38.53       |             |
| 12040       | Emergency Medical Technician                 | 21.66       |             |
| 12071       | Licensed Practical Nurse I                   | 23.52       |             |
| 12072       | Licensed Practical Nurse II                  | 26.30       |             |
| 12073       | Licensed Practical Nurse III                 | 29.33       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 19.02       |             |
| 12130       | Medical Laboratory Technician                        | 28.40       |             |
| 12160       | Medical Record Clerk                                 | 22.84       |             |
| 12190       | Medical Record Technician                            | 25.55       |             |
| 12195       | Medical Transcriptionist                             | 21.38       |             |
| 12210       | Nuclear Medicine Technologist                        | 52.57       |             |
| 12221       | Nursing Assistant I                                  | 14.86       | ***         |
| 12222       | Nursing Assistant II                                 | 16.72       | ***         |
| 12223       | Nursing Assistant III                                | 18.24       |             |
| 12224       | Nursing Assistant IV                                 | 20.47       |             |
| 12235       | Optical Dispenser                                    | 25.00       |             |
| 12236       | Optical Technician                                   | 23.52       |             |
| 12250       | Pharmacy Technician                                  | 19.80       |             |
| 12280       | Phlebotomist                                         | 22.34       |             |
| 12305       | Radiologic Technologist                              | 38.28       |             |
| 12311       | Registered Nurse I                                   | 30.06       |             |
| 12312       | Registered Nurse II                                  | 36.77       |             |
| 12313       | Registered Nurse II, Specialist                      | 36.77       |             |
| 12314       | Registered Nurse III                                 | 44.48       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 44.48       |             |
| 12316       | Registered Nurse IV                                  | 53.32       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 32.62       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 26.10       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 23.18       |             |
| 13012       | Exhibits Specialist II                               | 28.72       |             |
| 13013       | Exhibits Specialist III                              | 35.13       |             |
| 13041       | Illustrator I                                        | 22.89       |             |
| 13042       | Illustrator II                                       | 28.35       |             |
| 13043       | Illustrator III                                      | 34.67       |             |
| 13047       | Librarian                                            | 31.80       |             |
| 13050       | Library Aide/Clerk                                   | 16.53       | ***         |
| 13054       | Library Information Technology Systems Administrator | 28.72       |             |
| 13058       | Library Technician                                   | 20.46       |             |
| 13061       | Media Specialist I                                   | 20.71       |             |
| 13062       | Media Specialist II                                  | 23.18       |             |
| 13063       | Media Specialist III                                 | 25.84       |             |



| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 18.83       |             |
| 13072       | Photographer II                                 | 21.07       |             |
| 13073       | Photographer III                                | 26.11       |             |
| 13074       | Photographer IV                                 | 31.94       |             |
| 13075       | Photographer V                                  | 38.63       |             |
| 13090       | Technical Order Library Clerk                   | 20.76       |             |
| 13110       | Video Teleconference Technician                 | 20.71       |             |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 20.46       |             |
| 14042       | Computer Operator II                            | 22.89       |             |
| 14043       | Computer Operator III                           | 25.51       |             |
| 14044       | Computer Operator IV                            | 28.36       |             |
| 14045       | Computer Operator V                             | 31.41       |             |
| 14071       | Computer Programmer I                           | 24.99       | see 1       |
| 14072       | Computer Programmer II                          |             | see 1       |
| 14073       | Computer Programmer III                         |             | see 1       |
| 14074       | Computer Programmer IV                          |             | see 1       |
| 14101       | Computer Systems Analyst I                      |             | see 1       |
| 14102       | Computer Systems Analyst II                     |             | see 1       |
| 14103       | Computer Systems Analyst III                    |             | see 1       |
| 14150       | Peripheral Equipment Operator                   | 20.46       |             |
| 14160       | Personal Computer Support Technician            | 28.36       |             |
| 14170       | System Support Specialist                       | 34.91       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 34.08       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 41.23       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 49.42       |             |
| 15050       | Computer Based Training Specialist / Instructor | 34.08       |             |
| 15060       | Educational Technologist                        | 36.77       |             |
| 15070       | Flight Instructor (Pilot)                       | 49.42       |             |
| 15080       | Graphic Artist                                  | 27.92       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 49.42       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 49.42       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 49.42       |             |
| 15090       | Technical Instructor                            | 33.25       |             |
| 15095       | Technical Instructor/Course Developer           | 40.67       |             |
| 15110       | Test Proctor                                    | 26.84       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15120       | Tutor                                                   | 26.83       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 14.10       | ***         |
| 16030       | Counter Attendant                                       | 14.10       | ***         |
| 16040       | Dry Cleaner                                             | 16.13       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 14.10       | ***         |
| 16090       | Presser, Hand                                           | 14.10       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 14.10       | ***         |
| 16130       | Presser, Machine, Shirts                                | 14.10       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 14.10       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.81       | ***         |
| 16220       | Tailor                                                  | 17.63       | ***         |
| 16250       | Washer, Machine                                         | 14.78       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.36       |             |
| 19040       | Tool And Die Maker                                      | 31.63       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.05       |             |
| 21030       | Material Coordinator                                    | 29.30       |             |
| 21040       | Material Expediter                                      | 29.30       |             |
| 21050       | Material Handling Laborer                               | 18.88       |             |
| 21071       | Order Filler                                            | 16.69       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.05       |             |
| 21110       | Shipping Packer                                         | 19.37       |             |
| 21130       | Shipping/Receiving Clerk                                | 19.37       |             |
| 21140       | Store Worker I                                          | 16.14       | ***         |
| 21150       | Stock Clerk                                             | 21.94       |             |
| 21210       | Tools And Parts Attendant                               | 19.05       |             |
| 21410       | Warehouse Specialist                                    | 19.05       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 31.64       |             |
| 23019       | Aircraft Logs and Records Technician                    | 25.97       |             |
| 23021       | Aircraft Mechanic I                                     | 30.24       |             |
| 23022       | Aircraft Mechanic II                                    | 31.64       |             |
| 23023       | Aircraft Mechanic III                                   | 33.10       |             |
| 23040       | Aircraft Mechanic Helper                                | 23.55       |             |
| 23050       | Aircraft, Painter                                       | 29.07       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23060       | Aircraft Servicer                                                      | 25.97       |             |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 29.07       |             |
| 23080       | Aircraft Worker                                                        | 27.36       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 27.36       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 30.24       |             |
| 23110       | Appliance Mechanic                                                     | 24.99       |             |
| 23120       | Bicycle Repairer                                                       | 22.79       |             |
| 23125       | Cable Splicer                                                          | 38.69       |             |
| 23130       | Carpenter, Maintenance                                                 | 23.86       |             |
| 23140       | Carpet Layer                                                           | 25.96       |             |
| 23160       | Electrician, Maintenance                                               | 28.94       |             |
| 23181       | Electronics Technician Maintenance I                                   | 29.80       |             |
| 23182       | Electronics Technician Maintenance II                                  | 31.75       |             |
| 23183       | Electronics Technician Maintenance III                                 | 33.31       |             |
| 23260       | Fabric Worker                                                          | 24.33       |             |
| 23290       | Fire Alarm System Mechanic                                             | 28.88       |             |
| 23310       | Fire Extinguisher Repairer                                             | 22.79       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 28.88       |             |
| 23312       | Fuel Distribution System Operator                                      | 22.79       |             |
| 23370       | General Maintenance Worker                                             | 23.50       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 30.24       |             |
| 23381       | Ground Support Equipment Servicer                                      | 25.97       |             |
| 23382       | Ground Support Equipment Worker                                        | 27.36       |             |
| 23391       | Gunsmith I                                                             | 22.79       |             |
| 23392       | Gunsmith II                                                            | 25.96       |             |
| 23393       | Gunsmith III                                                           | 28.88       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.97       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.54       |             |
| 23430       | Heavy Equipment Mechanic                                               | 28.88       |             |
| 23440       | Heavy Equipment Operator                                               | 23.75       |             |
| 23460       | Instrument Mechanic                                                    | 28.88       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 27.49       |             |
| 23470       | Laborer                                                                | 18.88       |             |
| 23510       | Locksmith                                                              | 27.49       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 30.01       |             |
| 23550       | Machinist, Maintenance                                                 | 29.49       |             |
| 23580       | Maintenance Trades Helper                                              | 17.68       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23591       | Metrology Technician I                            | 28.88       |             |
| 23592       | Metrology Technician II                           | 30.29       |             |
| 23593       | Metrology Technician III                          | 31.71       |             |
| 23640       | Millwright                                        | 26.25       |             |
| 23710       | Office Appliance Repairer                         | 24.99       |             |
| 23760       | Painter, Maintenance                              | 23.02       |             |
| 23790       | Pipefitter, Maintenance                           | 27.67       |             |
| 23810       | Plumber, Maintenance                              | 26.33       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 28.88       |             |
| 23850       | Rigger                                            | 28.88       |             |
| 23870       | Scale Mechanic                                    | 25.96       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 27.13       |             |
| 23910       | Small Engine Mechanic                             | 23.16       |             |
| 23931       | Telecommunications Mechanic I                     | 33.24       |             |
| 23932       | Telecommunications Mechanic II                    | 34.87       |             |
| 23950       | Telephone Lineman                                 | 32.81       |             |
| 23960       | Welder, Combination, Maintenance                  | 25.32       |             |
| 23965       | Well Driller                                      | 30.58       |             |
| 23970       | Woodcraft Worker                                  | 28.88       |             |
| 23980       | Woodworker                                        | 22.79       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 16.53       | ***         |
| 24570       | Child Care Attendant                              | 14.00       | ***         |
| 24580       | Child Care Center Clerk                           | 17.47       | ***         |
| 24610       | Chore Aide                                        | 13.56       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 16.53       | ***         |
| 24630       | Homemaker                                         | 16.53       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 26.81       |             |
| 25040       | Sewage Plant Operator                             | 24.08       |             |
| 25070       | Stationary Engineer                               | 26.81       |             |
| 25190       | Ventilation Equipment Tender                      | 19.29       |             |
| 25210       | Water Treatment Plant Operator                    | 24.08       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 19.77       |             |
| 27007       | Baggage Inspector                                 | 18.02       |             |
| 27008       | Corrections Officer                               | 23.27       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27010       | Court Security Officer                         | 24.83       |             |
| 27030       | Detection Dog Handler                          | 20.15       |             |
| 27040       | Detention Officer                              | 23.27       |             |
| 27070       | Firefighter                                    | 24.94       |             |
| 27101       | Guard I                                        | 18.02       |             |
| 27102       | Guard II                                       | 20.15       |             |
| 27131       | Police Officer I                               | 26.76       |             |
| 27132       | Police Officer II                              | 29.73       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 17.40       | ***         |
| 28042       | Carnival Equipment Repairer                    | 18.77       |             |
| 28043       | Carnival Worker                                | 13.18       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.77       |             |
| 28310       | Lifeguard                                      | 14.38       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.87       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.50       | ***         |
| 28515       | Recreation Specialist                          | 24.63       |             |
| 28630       | Sports Official                                | 15.82       | ***         |
| 28690       | Swimming Pool Operator                         | 21.38       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 25.96       |             |
| 29020       | Hatch Tender                                   | 25.96       |             |
| 29030       | Line Handler                                   | 25.96       |             |
| 29041       | Stevedore I                                    | 24.33       |             |
| 29042       | Stevedore II                                   | 27.49       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 51.58       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 35.56       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 39.17       |             |
| 30021       | Archeological Technician I                     | 27.63       |             |
| 30022       | Archeological Technician II                    | 30.90       |             |
| 30023       | Archeological Technician III                   | 38.30       |             |
| 30030       | Cartographic Technician                        | 38.30       |             |
| 30040       | Civil Engineering Technician                   | 34.03       |             |
| 30051       | Cryogenic Technician I                         | 42.41       |             |
| 30052       | Cryogenic Technician II                        | 46.83       |             |
| 30061       | Drafter/CAD Operator I                         | 27.63       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30062       | Drafter/CAD Operator II                                  | 30.90            |
| 30063       | Drafter/CAD Operator III                                 | 34.45            |
| 30064       | Drafter/CAD Operator IV                                  | 42.41            |
| 30081       | Engineering Technician I                                 | 24.61            |
| 30082       | Engineering Technician II                                | 27.63            |
| 30083       | Engineering Technician III                               | 30.90            |
| 30084       | Engineering Technician IV                                | 38.30            |
| 30085       | Engineering Technician V                                 | 46.83            |
| 30086       | Engineering Technician VI                                | 56.66            |
| 30090       | Environmental Technician                                 | 38.30            |
| 30095       | Evidence Control Specialist                              | 38.30            |
| 30210       | Laboratory Technician                                    | 34.45            |
| 30221       | Latent Fingerprint Technician I                          | 42.41            |
| 30222       | Latent Fingerprint Technician II                         | 46.83            |
| 30240       | Mathematical Technician                                  | 37.00            |
| 30361       | Paralegal/Legal Assistant I                              | 22.90            |
| 30362       | Paralegal/Legal Assistant II                             | 28.36            |
| 30363       | Paralegal/Legal Assistant III                            | 34.68            |
| 30364       | Paralegal/Legal Assistant IV                             | 41.96            |
| 30375       | Petroleum Supply Specialist                              | 46.83            |
| 30390       | Photo-Optics Technician                                  | 38.30            |
| 30395       | Radiation Control Technician                             | 46.83            |
| 30461       | Technical Writer I                                       | 30.21            |
| 30462       | Technical Writer II                                      | 36.95            |
| 30463       | Technical Writer III                                     | 44.71            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 32.78            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 39.66            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 47.53            |
| 30494       | Unexploded (UXO) Safety Escort                           | 32.78            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 32.78            |
| 30501       | Weather Forecaster I                                     | 42.41            |
| 30502       | Weather Forecaster II                                    | 51.58            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 34.45 see 2      |
| 30621       | Weather Observer, Senior                                 | 38.30 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 39.66            |
| 31020       | Bus Aide                                                 | 15.99 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 22.04       |             |
| 31043       | Driver Courier                  | 17.91       |             |
| 31260       | Parking and Lot Attendant       | 14.15       | ***         |
| 31290       | Shuttle Bus Driver              | 17.60       | ***         |
| 31310       | Taxi Driver                     | 15.88       | ***         |
| 31361       | Truckdriver, Light              | 19.27       |             |
| 31362       | Truckdriver, Medium             | 20.53       |             |
| 31363       | Truckdriver, Heavy              | 24.61       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 24.61       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 19.33       |             |
| 99030       | Cashier                         | 14.07       | ***         |
| 99050       | Desk Clerk                      | 14.69       | ***         |
| 99095       | Embalmer                        | 32.78       |             |
| 99130       | Flight Follower                 | 32.78       |             |
| 99251       | Laboratory Animal Caretaker I   | 15.58       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 16.80       | ***         |
| 99260       | Marketing Analyst               | 29.34       |             |
| 99310       | Mortician                       | 32.78       |             |
| 99410       | Pest Controller                 | 21.80       |             |
| 99510       | Photofinishing Worker           | 17.22       | ***         |
| 99710       | Recycling Laborer               | 16.89       | ***         |
| 99711       | Recycling Specialist            | 19.39       |             |
| 99730       | Refuse Collector                | 15.13       | ***         |
| 99810       | Sales Clerk                     | 15.02       | ***         |
| 99820       | School Crossing Guard           | 16.90       | ***         |
| 99830       | Survey Party Chief              | 25.66       |             |
| 99831       | Surveying Aide                  | 16.80       | ***         |
| 99832       | Surveying Technician            | 23.00       |             |
| 99840       | Vending Machine Attendant       | 23.04       |             |
| 99841       | Vending Machine Repairer        | 28.33       |             |
| 99842       | Vending Machine Repairer Helper | 23.04       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5881**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

# EMPLOYMENT STANDARDS ADMINISTRATION

## WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/25/2025

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Virginia

Area: Virginia County of Caroline

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

### Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 19.07     |
| 01012 | Accounting Clerk II                             | 21.40     |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01013       | Accounting Clerk III                 | 23.94       |             |
| 01020       | Administrative Assistant             | 31.34       |             |
| 01035       | Court Reporter                       | 23.51       |             |
| 01041       | Customer Service Representative I    | 17.03       | ***         |
| 01042       | Customer Service Representative II   | 18.58       |             |
| 01043       | Customer Service Representative III  | 20.86       |             |
| 01051       | Data Entry Operator I                | 16.25       | ***         |
| 01052       | Data Entry Operator II               | 17.74       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 22.52       |             |
| 01070       | Document Preparation Clerk           | 17.74       | ***         |
| 01090       | Duplicating Machine Operator         | 17.74       | ***         |
| 01111       | General Clerk I                      | 17.10       | ***         |
| 01112       | General Clerk II                     | 18.66       |             |
| 01113       | General Clerk III                    | 20.94       |             |
| 01120       | Housing Referral Assistant           | 26.20       |             |
| 01141       | Messenger Courier                    | 18.30       |             |
| 01191       | Order Clerk I                        | 18.16       |             |
| 01192       | Order Clerk II                       | 19.81       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.91       |             |
| 01262       | Personnel Assistant (Employment) II  | 22.27       |             |
| 01263       | Personnel Assistant (Employment) III | 24.82       |             |
| 01270       | Production Control Clerk             | 24.58       |             |
| 01290       | Rental Clerk                         | 18.37       |             |
| 01300       | Scheduler, Maintenance               | 21.01       |             |
| 01311       | Secretary I                          | 21.01       |             |
| 01312       | Secretary II                         | 23.51       |             |
| 01313       | Secretary III                        | 26.20       |             |
| 01320       | Service Order Dispatcher             | 20.14       |             |
| 01410       | Supply Technician                    | 31.34       |             |
| 01420       | Survey Worker                        | 20.26       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.81       | ***         |
| 01531       | Travel Clerk I                       | 19.88       |             |
| 01532       | Travel Clerk II                      | 21.13       |             |
| 01533       | Travel Clerk III                     | 22.80       |             |
| 01611       | Word Processor I                     | 17.74       | ***         |
| 01612       | Word Processor II                    | 19.91       |             |
| 01613       | Word Processor III                   | 22.27       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 24.82       |             |
| 05010       | Automotive Electrician                       | 22.97       |             |
| 05040       | Automotive Glass Installer                   | 21.70       |             |
| 05070       | Automotive Worker                            | 21.70       |             |
| 05110       | Mobile Equipment Servicer                    | 19.04       |             |
| 05130       | Motor Equipment Metal Mechanic               | 24.12       |             |
| 05160       | Motor Equipment Metal Worker                 | 21.70       |             |
| 05190       | Motor Vehicle Mechanic                       | 24.12       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.67       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 20.34       |             |
| 05280       | Motor Vehicle Wrecker                        | 21.70       |             |
| 05310       | Painter, Automotive                          | 22.97       |             |
| 05340       | Radiator Repair Specialist                   | 21.70       |             |
| 05370       | Tire Repairer                                | 16.50       | ***         |
| 05400       | Transmission Repair Specialist               | 24.12       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 15.61       | ***         |
| 07041       | Cook I                                       | 17.27       | ***         |
| 07042       | Cook II                                      | 19.65       |             |
| 07070       | Dishwasher                                   | 13.41       | ***         |
| 07130       | Food Service Worker                          | 14.29       | ***         |
| 07210       | Meat Cutter                                  | 20.03       |             |
| 07260       | Waiter/Waitress                              | 14.29       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 23.74       |             |
| 09040       | Furniture Handler                            | 15.11       | ***         |
| 09080       | Furniture Refinisher                         | 22.52       |             |
| 09090       | Furniture Refinisher Helper                  | 17.83       |             |
| 09110       | Furniture Repairer, Minor                    | 19.94       |             |
| 09130       | Upholsterer                                  | 23.05       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 15.47       | ***         |
| 11060       | Elevator Operator                            | 15.07       | ***         |
| 11090       | Gardener                                     | 22.65       |             |
| 11122       | Housekeeping Aide                            | 15.07       | ***         |
| 11150       | Janitor                                      | 15.07       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11210       | Laborer, Grounds Maintenance               | 17.36       | ***         |
| 11240       | Maid or Houseman                           | 14.06       | ***         |
| 11260       | Pruner                                     | 15.79       | ***         |
| 11270       | Tractor Operator                           | 21.05       |             |
| 11330       | Trail Maintenance Worker                   | 17.36       | ***         |
| 11360       | Window Cleaner                             | 16.57       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 21.65       |             |
| 12011       | Breath Alcohol Technician                  | 27.13       |             |
| 12012       | Certified Occupational Therapist Assistant | 37.22       |             |
| 12015       | Certified Physical Therapist Assistant     | 33.37       |             |
| 12020       | Dental Assistant                           | 22.14       |             |
| 12025       | Dental Hygienist                           | 46.81       |             |
| 12030       | EKG Technician                             | 39.81       |             |
| 12035       | Electroneurodiagnostic Technologist        | 39.81       |             |
| 12040       | Emergency Medical Technician               | 21.65       |             |
| 12071       | Licensed Practical Nurse I                 | 29.78       |             |
| 12072       | Licensed Practical Nurse II                | 27.13       |             |
| 12073       | Licensed Practical Nurse III               | 30.24       |             |
| 12100       | Medical Assistant                          | 19.04       |             |
| 12130       | Medical Laboratory Technician              | 30.00       |             |
| 12160       | Medical Record Clerk                       | 21.98       |             |
| 12190       | Medical Record Technician                  | 24.58       |             |
| 12195       | Medical Transcriptionist                   | 18.49       |             |
| 12210       | Nuclear Medicine Technologist              | 48.07       |             |
| 12221       | Nursing Assistant I                        | 14.79       | ***         |
| 12222       | Nursing Assistant II                       | 16.64       | ***         |
| 12223       | Nursing Assistant III                      | 18.16       |             |
| 12224       | Nursing Assistant IV                       | 20.38       |             |
| 12235       | Optical Dispenser                          | 27.13       |             |
| 12236       | Optical Technician                         | 22.73       |             |
| 12250       | Pharmacy Technician                        | 19.61       |             |
| 12280       | Phlebotomist                               | 22.88       |             |
| 12305       | Radiologic Technologist                    | 37.97       |             |
| 12311       | Registered Nurse I                         | 30.54       |             |
| 12312       | Registered Nurse II                        | 37.36       |             |
| 12313       | Registered Nurse II, Specialist            | 37.36       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12314       | Registered Nurse III                                 | 45.19       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 45.19       |             |
| 12316       | Registered Nurse IV                                  | 54.16       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 33.61       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 28.45       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 21.33       |             |
| 13012       | Exhibits Specialist II                               | 26.44       |             |
| 13013       | Exhibits Specialist III                              | 32.32       |             |
| 13041       | Illustrator I                                        | 22.66       |             |
| 13042       | Illustrator II                                       | 28.07       |             |
| 13043       | Illustrator III                                      | 34.34       |             |
| 13047       | Librarian                                            | 31.09       |             |
| 13050       | Library Aide/Clerk                                   | 17.04       | ***         |
| 13054       | Library Information Technology Systems Administrator | 28.07       |             |
| 13058       | Library Technician                                   | 18.13       |             |
| 13061       | Media Specialist I                                   | 20.26       |             |
| 13062       | Media Specialist II                                  | 22.66       |             |
| 13063       | Media Specialist III                                 | 25.27       |             |
| 13071       | Photographer I                                       | 19.28       |             |
| 13072       | Photographer II                                      | 21.57       |             |
| 13073       | Photographer III                                     | 26.72       |             |
| 13074       | Photographer IV                                      | 32.69       |             |
| 13075       | Photographer V                                       | 39.54       |             |
| 13090       | Technical Order Library Clerk                        | 21.40       |             |
| 13110       | Video Teleconference Technician                      | 24.90       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 22.12       |             |
| 14042       | Computer Operator II                                 | 24.74       |             |
| 14043       | Computer Operator III                                | 27.59       |             |
| 14044       | Computer Operator IV                                 | 30.66       |             |
| 14045       | Computer Operator V                                  | 33.95       |             |
| 14071       | Computer Programmer I                                | 25.33       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 22.12       |             |
| 14160       | Personal Computer Support Technician                    | 30.66       |             |
| 14170       | System Support Specialist                               | 33.95       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 34.71       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 42.00       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 50.35       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 34.71       |             |
| 15060       | Educational Technologist                                | 37.95       |             |
| 15070       | Flight Instructor (Pilot)                               | 50.35       |             |
| 15080       | Graphic Artist                                          | 28.75       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.35       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.35       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.35       |             |
| 15090       | Technical Instructor                                    | 27.90       |             |
| 15095       | Technical Instructor/Course Developer                   | 34.12       |             |
| 15110       | Test Proctor                                            | 22.52       |             |
| 15120       | Tutor                                                   | 22.52       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 14.48       | ***         |
| 16030       | Counter Attendant                                       | 14.48       | ***         |
| 16040       | Dry Cleaner                                             | 16.56       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 14.48       | ***         |
| 16090       | Presser, Hand                                           | 14.48       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 14.48       | ***         |
| 16130       | Presser, Machine, Shirts                                | 14.48       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 14.48       | ***         |
| 16190       | Sewing Machine Operator                                 | 17.26       | ***         |
| 16220       | Tailor                                                  | 17.95       |             |
| 16250       | Washer, Machine                                         | 15.17       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.99       |             |
| 19040       | Tool And Die Maker                                      | 30.00       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 22.50       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21030       | Material Coordinator                              | 24.58       |             |
| 21040       | Material Expediter                                | 24.58       |             |
| 21050       | Material Handling Laborer                         | 17.76       |             |
| 21071       | Order Filler                                      | 17.39       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 22.50       |             |
| 21110       | Shipping Packer                                   | 19.54       |             |
| 21130       | Shipping/Receiving Clerk                          | 19.54       |             |
| 21140       | Store Worker I                                    | 16.41       | ***         |
| 21150       | Stock Clerk                                       | 21.78       |             |
| 21210       | Tools And Parts Attendant                         | 22.50       |             |
| 21410       | Warehouse Specialist                              | 22.50       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 35.03       |             |
| 23019       | Aircraft Logs and Records Technician              | 28.25       |             |
| 23021       | Aircraft Mechanic I                               | 33.48       |             |
| 23022       | Aircraft Mechanic II                              | 35.03       |             |
| 23023       | Aircraft Mechanic III                             | 36.65       |             |
| 23040       | Aircraft Mechanic Helper                          | 24.68       |             |
| 23050       | Aircraft, Painter                                 | 31.91       |             |
| 23060       | Aircraft Servicer                                 | 28.25       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 31.91       |             |
| 23080       | Aircraft Worker                                   | 30.18       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 30.18       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 33.48       |             |
| 23110       | Appliance Mechanic                                | 25.41       |             |
| 23120       | Bicycle Repairer                                  | 22.37       |             |
| 23125       | Cable Splicer                                     | 41.37       |             |
| 23130       | Carpenter, Maintenance                            | 23.43       |             |
| 23140       | Carpet Layer                                      | 25.49       |             |
| 23160       | Electrician, Maintenance                          | 27.98       |             |
| 23181       | Electronics Technician Maintenance I              | 33.09       |             |
| 23182       | Electronics Technician Maintenance II             | 34.98       |             |
| 23183       | Electronics Technician Maintenance III            | 36.71       |             |
| 23260       | Fabric Worker                                     | 23.89       |             |
| 23290       | Fire Alarm System Mechanic                        | 28.33       |             |
| 23310       | Fire Extinguisher Repairer                        | 22.37       |             |
| 23311       | Fuel Distribution System Mechanic                 | 31.01       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23312       | Fuel Distribution System Operator                                      | 24.57            |
| 23370       | General Maintenance Worker                                             | 22.72            |
| 23380       | Ground Support Equipment Mechanic                                      | 33.48            |
| 23381       | Ground Support Equipment Servicer                                      | 28.25            |
| 23382       | Ground Support Equipment Worker                                        | 30.18            |
| 23391       | Gunsmith I                                                             | 22.37            |
| 23392       | Gunsmith II                                                            | 25.49            |
| 23393       | Gunsmith III                                                           | 28.33            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.00            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.20            |
| 23430       | Heavy Equipment Mechanic                                               | 27.92            |
| 23440       | Heavy Equipment Operator                                               | 23.74            |
| 23460       | Instrument Mechanic                                                    | 30.75            |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.98            |
| 23470       | Laborer                                                                | 17.76            |
| 23510       | Locksmith                                                              | 26.66            |
| 23530       | Machinery Maintenance Mechanic                                         | 30.39            |
| 23550       | Machinist, Maintenance                                                 | 28.33            |
| 23580       | Maintenance Trades Helper                                              | 17.69 ***        |
| 23591       | Metrology Technician I                                                 | 30.75            |
| 23592       | Metrology Technician II                                                | 32.17            |
| 23593       | Metrology Technician III                                               | 33.66            |
| 23640       | Millwright                                                             | 28.33            |
| 23710       | Office Appliance Repairer                                              | 24.01            |
| 23760       | Painter, Maintenance                                                   | 21.47            |
| 23790       | Pipefitter, Maintenance                                                | 28.94            |
| 23810       | Plumber, Maintenance                                                   | 27.58            |
| 23820       | Pneudraulic Systems Mechanic                                           | 28.33            |
| 23850       | Rigger                                                                 | 29.18            |
| 23870       | Scale Mechanic                                                         | 25.49            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 28.28            |
| 23910       | Small Engine Mechanic                                                  | 21.38            |
| 23931       | Telecommunications Mechanic I                                          | 32.85            |
| 23932       | Telecommunications Mechanic II                                         | 34.37            |
| 23950       | Telephone Lineman                                                      | 36.51            |
| 23960       | Welder, Combination, Maintenance                                       | 25.89            |
| 23965       | Well Driller                                                           | 28.33            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23970       | Woodcraft Worker                                  | 28.33       |             |
| 23980       | Woodworker                                        | 22.37       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.35       |             |
| 24570       | Child Care Attendant                              | 13.61       | ***         |
| 24580       | Child Care Center Clerk                           | 16.97       | ***         |
| 24610       | Chore Aide                                        | 13.28       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.35       |             |
| 24630       | Homemaker                                         | 18.35       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 26.97       |             |
| 25040       | Sewage Plant Operator                             | 25.68       |             |
| 25070       | Stationary Engineer                               | 26.97       |             |
| 25190       | Ventilation Equipment Tender                      | 19.76       |             |
| 25210       | Water Treatment Plant Operator                    | 25.68       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 22.57       |             |
| 27007       | Baggage Inspector                                 | 17.58       | ***         |
| 27008       | Corrections Officer                               | 23.29       |             |
| 27010       | Court Security Officer                            | 25.48       |             |
| 27030       | Detection Dog Handler                             | 19.66       |             |
| 27040       | Detention Officer                                 | 23.29       |             |
| 27070       | Firefighter                                       | 27.39       |             |
| 27101       | Guard I                                           | 17.58       | ***         |
| 27102       | Guard II                                          | 19.66       |             |
| 27131       | Police Officer I                                  | 27.49       |             |
| 27132       | Police Officer II                                 | 30.54       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 17.07       | ***         |
| 28042       | Carnival Equipment Repairer                       | 18.40       |             |
| 28043       | Carnival Worker                                   | 12.66       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 18.70       |             |
| 28310       | Lifeguard                                         | 14.47       | ***         |
| 28350       | Park Attendant (Aide)                             | 20.91       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 15.27       | ***         |
| 28515       | Recreation Specialist                             | 25.91       |             |
| 28630       | Sports Official                                   | 16.66       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28690       | Swimming Pool Operator                         | 20.96            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 32.47            |
| 29020       | Hatch Tender                                   | 32.47            |
| 29030       | Line Handler                                   | 32.47            |
| 29041       | Stevedore I                                    | 30.39            |
| 29042       | Stevedore II                                   | 34.33            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 52.72            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 36.35            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 40.04            |
| 30021       | Archeological Technician I                     | 22.41            |
| 30022       | Archeological Technician II                    | 25.06            |
| 30023       | Archeological Technician III                   | 31.06            |
| 30030       | Cartographic Technician                        | 31.06            |
| 30040       | Civil Engineering Technician                   | 29.08            |
| 30051       | Cryogenic Technician I                         | 34.39            |
| 30052       | Cryogenic Technician II                        | 37.99            |
| 30061       | Drafter/CAD Operator I                         | 22.41            |
| 30062       | Drafter/CAD Operator II                        | 25.06            |
| 30063       | Drafter/CAD Operator III                       | 27.94            |
| 30064       | Drafter/CAD Operator IV                        | 34.39            |
| 30081       | Engineering Technician I                       | 20.35            |
| 30082       | Engineering Technician II                      | 22.85            |
| 30083       | Engineering Technician III                     | 25.54            |
| 30084       | Engineering Technician IV                      | 31.66            |
| 30085       | Engineering Technician V                       | 38.72            |
| 30086       | Engineering Technician VI                      | 46.85            |
| 30090       | Environmental Technician                       | 25.91            |
| 30095       | Evidence Control Specialist                    | 31.06            |
| 30210       | Laboratory Technician                          | 31.11            |
| 30221       | Latent Fingerprint Technician I                | 35.01            |
| 30222       | Latent Fingerprint Technician II               | 38.68            |
| 30240       | Mathematical Technician                        | 32.13            |
| 30361       | Paralegal/Legal Assistant I                    | 24.18            |
| 30362       | Paralegal/Legal Assistant II                   | 29.96            |
| 30363       | Paralegal/Legal Assistant III                  | 36.65            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30364       | Paralegal/Legal Assistant IV                             | 44.34       |             |
| 30375       | Petroleum Supply Specialist                              | 37.99       |             |
| 30390       | Photo-Optics Technician                                  | 31.06       |             |
| 30395       | Radiation Control Technician                             | 37.99       |             |
| 30461       | Technical Writer I                                       | 30.84       |             |
| 30462       | Technical Writer II                                      | 37.72       |             |
| 30463       | Technical Writer III                                     | 45.64       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 33.50       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 40.54       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 48.59       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 33.50       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 33.50       |             |
| 30501       | Weather Forecaster I                                     | 34.39       |             |
| 30502       | Weather Forecaster II                                    | 41.83       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 27.94       | see 2       |
| 30621       | Weather Observer, Senior                                 | 31.06       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 40.54       |             |
| 31020       | Bus Aide                                                 | 19.34       |             |
| 31030       | Bus Driver                                               | 26.88       |             |
| 31043       | Driver Courier                                           | 19.07       |             |
| 31260       | Parking and Lot Attendant                                | 13.74       | ***         |
| 31290       | Shuttle Bus Driver                                       | 17.22       | ***         |
| 31310       | Taxi Driver                                              | 14.75       | ***         |
| 31361       | Truckdriver, Light                                       | 20.52       |             |
| 31362       | Truckdriver, Medium                                      | 21.85       |             |
| 31363       | Truckdriver, Heavy                                       | 24.33       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.33       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 19.76       |             |
| 99030       | Cashier                                                  | 13.56       | ***         |
| 99050       | Desk Clerk                                               | 14.32       | ***         |
| 99095       | Embalmer                                                 | 33.50       |             |
| 99130       | Flight Follower                                          | 33.50       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.78       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 18.09       |             |
| 99260       | Marketing Analyst                                        | 34.81       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99310       | Mortician                       | 33.50       |             |
| 99410       | Pest Controller                 | 19.98       |             |
| 99510       | Photofinishing Worker           | 17.61       | ***         |
| 99710       | Recycling Laborer               | 17.76       |             |
| 99711       | Recycling Specialist            | 21.29       |             |
| 99730       | Refuse Collector                | 15.91       | ***         |
| 99810       | Sales Clerk                     | 15.00       | ***         |
| 99820       | School Crossing Guard           | 17.89       |             |
| 99830       | Survey Party Chief              | 26.80       |             |
| 99831       | Surveying Aide                  | 17.53       | ***         |
| 99832       | Surveying Technician            | 24.01       |             |
| 99840       | Vending Machine Attendant       | 22.35       |             |
| 99841       | Vending Machine Repairer        | 27.29       |             |
| 99842       | Vending Machine Repairer Helper | 22.35       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5883**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/25/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Carolina

Area: North Carolina County of Camden

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate Note</b> |
|-------------|-------------------------------------------------|------------------|
| 01000       | Administrative Support And Clerical Occupations |                  |
| 01011       | Accounting Clerk I                              | 17.37 ***        |
| 01012       | Accounting Clerk II                             | 19.49            |
| 01013       | Accounting Clerk III                            | 21.80            |
| 01020       | Administrative Assistant                        | 30.01            |
| 01035       | Court Reporter                                  | 22.91            |
| 01041       | Customer Service Representative I               | 15.09 ***        |
| 01042       | Customer Service Representative II              | 16.47 ***        |
| 01043       | Customer Service Representative III             | 18.48            |
| 01051       | Data Entry Operator I                           | 16.68 ***        |
| 01052       | Data Entry Operator II                          | 18.19            |
| 01060       | Dispatcher, Motor Vehicle                       | 20.65            |
| 01070       | Document Preparation Clerk                      | 16.59 ***        |
| 01090       | Duplicating Machine Operator                    | 16.59 ***        |
| 01111       | General Clerk I                                 | 16.66 ***        |
| 01112       | General Clerk II                                | 18.18            |
| 01113       | General Clerk III                               | 20.41            |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01120       | Housing Referral Assistant           | 23.97       |             |
| 01141       | Messenger Courier                    | 16.26       | ***         |
| 01191       | Order Clerk I                        | 16.36       | ***         |
| 01192       | Order Clerk II                       | 18.81       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.05       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.19       |             |
| 01263       | Personnel Assistant (Employment) III | 22.50       |             |
| 01270       | Production Control Clerk             | 28.60       |             |
| 01290       | Rental Clerk                         | 18.43       |             |
| 01300       | Scheduler, Maintenance               | 19.23       |             |
| 01311       | Secretary I                          | 19.23       |             |
| 01312       | Secretary II                         | 21.51       |             |
| 01313       | Secretary III                        | 23.97       |             |
| 01320       | Service Order Dispatcher             | 18.46       |             |
| 01410       | Supply Technician                    | 30.01       |             |
| 01420       | Survey Worker                        | 18.14       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.25       | ***         |
| 01531       | Travel Clerk I                       | 15.57       | ***         |
| 01532       | Travel Clerk II                      | 16.42       | ***         |
| 01533       | Travel Clerk III                     | 17.28       | ***         |
| 01611       | Word Processor I                     | 16.59       | ***         |
| 01612       | Word Processor II                    | 18.62       |             |
| 01613       | Word Processor III                   | 20.83       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 23.87       |             |
| 05010       | Automotive Electrician               | 22.62       |             |
| 05040       | Automotive Glass Installer           | 21.42       |             |
| 05070       | Automotive Worker                    | 21.42       |             |
| 05110       | Mobile Equipment Servicer            | 19.32       |             |
| 05130       | Motor Equipment Metal Mechanic       | 23.72       |             |
| 05160       | Motor Equipment Metal Worker         | 21.42       |             |
| 05190       | Motor Vehicle Mechanic               | 23.72       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 18.22       |             |
| 05250       | Motor Vehicle Upholstery Worker      | 20.36       |             |
| 05280       | Motor Vehicle Wrecker                | 21.42       |             |
| 05310       | Painter, Automotive                  | 22.62       |             |
| 05340       | Radiator Repair Specialist           | 21.01       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05370       | Tire Repairer                                | 18.15       |             |
| 05400       | Transmission Repair Specialist               | 23.72       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.67       | ***         |
| 07041       | Cook I                                       | 15.66       | ***         |
| 07042       | Cook II                                      | 17.77       |             |
| 07070       | Dishwasher                                   | 13.52       | ***         |
| 07130       | Food Service Worker                          | 13.46       | ***         |
| 07210       | Meat Cutter                                  | 18.89       |             |
| 07260       | Waiter/Waitress                              | 10.69       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 23.74       |             |
| 09040       | Furniture Handler                            | 14.67       | ***         |
| 09080       | Furniture Refinisher                         | 21.38       |             |
| 09090       | Furniture Refinisher Helper                  | 16.60       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.16       |             |
| 09130       | Upholsterer                                  | 23.74       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 15.52       | ***         |
| 11060       | Elevator Operator                            | 15.14       | ***         |
| 11090       | Gardener                                     | 20.39       |             |
| 11122       | Housekeeping Aide                            | 15.14       | ***         |
| 11150       | Janitor                                      | 15.14       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 15.94       | ***         |
| 11240       | Maid or Houseman                             | 14.39       | ***         |
| 11260       | Pruner                                       | 14.41       | ***         |
| 11270       | Tractor Operator                             | 18.87       |             |
| 11330       | Trail Maintenance Worker                     | 15.94       | ***         |
| 11360       | Window Cleaner                               | 16.53       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 20.37       |             |
| 12011       | Breath Alcohol Technician                    | 25.53       |             |
| 12012       | Certified Occupational Therapist Assistant   | 34.69       |             |
| 12015       | Certified Physical Therapist Assistant       | 34.69       |             |
| 12020       | Dental Assistant                             | 22.42       |             |
| 12025       | Dental Hygienist                             | 44.26       |             |
| 12030       | EKG Technician                               | 37.45       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12035       | Electroneurodiagnostic Technologist  | 37.45       |             |
| 12040       | Emergency Medical Technician         | 20.37       |             |
| 12071       | Licensed Practical Nurse I           | 22.83       |             |
| 12072       | Licensed Practical Nurse II          | 25.53       |             |
| 12073       | Licensed Practical Nurse III         | 28.47       |             |
| 12100       | Medical Assistant                    | 18.71       |             |
| 12130       | Medical Laboratory Technician        | 26.29       |             |
| 12160       | Medical Record Clerk                 | 18.16       |             |
| 12190       | Medical Record Technician            | 20.32       |             |
| 12195       | Medical Transcriptionist             | 20.75       |             |
| 12210       | Nuclear Medicine Technologist        | 51.00       |             |
| 12221       | Nursing Assistant I                  | 13.05       | ***         |
| 12222       | Nursing Assistant II                 | 14.69       | ***         |
| 12223       | Nursing Assistant III                | 16.03       | ***         |
| 12224       | Nursing Assistant IV                 | 17.99       |             |
| 12235       | Optical Dispenser                    | 24.16       |             |
| 12236       | Optical Technician                   | 20.75       |             |
| 12250       | Pharmacy Technician                  | 19.76       |             |
| 12280       | Phlebotomist                         | 19.18       |             |
| 12305       | Radiologic Technologist              | 35.06       |             |
| 12311       | Registered Nurse I                   | 26.38       |             |
| 12312       | Registered Nurse II                  | 32.26       |             |
| 12313       | Registered Nurse II, Specialist      | 32.26       |             |
| 12314       | Registered Nurse III                 | 39.03       |             |
| 12315       | Registered Nurse III, Anesthetist    | 39.03       |             |
| 12316       | Registered Nurse IV                  | 46.79       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 31.63       |             |
| 12320       | Substance Abuse Treatment Counselor  | 27.19       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 22.51       |             |
| 13012       | Exhibits Specialist II               | 27.90       |             |
| 13013       | Exhibits Specialist III              | 34.02       |             |
| 13041       | Illustrator I                        | 22.45       |             |
| 13042       | Illustrator II                       | 27.82       |             |
| 13043       | Illustrator III                      | 34.02       |             |
| 13047       | Librarian                            | 35.79       |             |
| 13050       | Library Aide/Clerk                   | 15.25       | ***         |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13054       | Library Information Technology Systems Administrator | 27.82       |             |
| 13058       | Library Technician                                   | 18.63       |             |
| 13061       | Media Specialist I                                   | 20.06       |             |
| 13062       | Media Specialist II                                  | 22.45       |             |
| 13063       | Media Specialist III                                 | 25.03       |             |
| 13071       | Photographer I                                       | 18.10       |             |
| 13072       | Photographer II                                      | 20.41       |             |
| 13073       | Photographer III                                     | 25.29       |             |
| 13074       | Photographer IV                                      | 30.68       |             |
| 13075       | Photographer V                                       | 37.11       |             |
| 13090       | Technical Order Library Clerk                        | 19.68       |             |
| 13110       | Video Teleconference Technician                      | 20.06       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.68       |             |
| 14042       | Computer Operator II                                 | 20.90       |             |
| 14043       | Computer Operator III                                | 23.29       |             |
| 14044       | Computer Operator IV                                 | 25.89       |             |
| 14045       | Computer Operator V                                  | 28.67       |             |
| 14071       | Computer Programmer I                                | 22.08       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.68       |             |
| 14160       | Personal Computer Support Technician                 | 25.89       |             |
| 14170       | System Support Specialist                            | 28.67       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 33.40       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 40.41       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 48.45       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 33.40       |             |
| 15060       | Educational Technologist                             | 35.18       |             |
| 15070       | Flight Instructor (Pilot)                            | 48.45       |             |
| 15080       | Graphic Artist                                       | 26.71       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop              | 48.45       |             |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 48.45       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 48.45       |             |
| 15090       | Technical Instructor                                    | 23.03       |             |
| 15095       | Technical Instructor/Course Developer                   | 28.17       |             |
| 15110       | Test Proctor                                            | 19.37       |             |
| 15120       | Tutor                                                   | 19.37       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.69       | ***         |
| 16030       | Counter Attendant                                       | 11.69       | ***         |
| 16040       | Dry Cleaner                                             | 13.76       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.69       | ***         |
| 16090       | Presser, Hand                                           | 11.69       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.69       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.69       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.69       | ***         |
| 16190       | Sewing Machine Operator                                 | 14.45       | ***         |
| 16220       | Tailor                                                  | 15.15       | ***         |
| 16250       | Washer, Machine                                         | 12.42       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.23       |             |
| 19040       | Tool And Die Maker                                      | 31.93       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.80       |             |
| 21030       | Material Coordinator                                    | 28.60       |             |
| 21040       | Material Expediter                                      | 28.60       |             |
| 21050       | Material Handling Laborer                               | 17.40       | ***         |
| 21071       | Order Filler                                            | 16.38       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.80       |             |
| 21110       | Shipping Packer                                         | 19.25       |             |
| 21130       | Shipping/Receiving Clerk                                | 19.25       |             |
| 21140       | Store Worker I                                          | 16.06       | ***         |
| 21150       | Stock Clerk                                             | 20.60       |             |
| 21210       | Tools And Parts Attendant                               | 19.80       |             |
| 21410       | Warehouse Specialist                                    | 19.80       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 38.30       |             |
| 23019       | Aircraft Logs and Records Technician                    | 31.28       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23021       | Aircraft Mechanic I                                                    | 36.45            |
| 23022       | Aircraft Mechanic II                                                   | 38.30            |
| 23023       | Aircraft Mechanic III                                                  | 40.09            |
| 23040       | Aircraft Mechanic Helper                                               | 27.14            |
| 23050       | Aircraft, Painter                                                      | 34.75            |
| 23060       | Aircraft Servicer                                                      | 31.28            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 34.75            |
| 23080       | Aircraft Worker                                                        | 32.92            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 32.92            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 36.45            |
| 23110       | Appliance Mechanic                                                     | 28.85            |
| 23120       | Bicycle Repairer                                                       | 23.99            |
| 23125       | Cable Splicer                                                          | 36.15            |
| 23130       | Carpenter, Maintenance                                                 | 23.28            |
| 23140       | Carpet Layer                                                           | 27.21            |
| 23160       | Electrician, Maintenance                                               | 26.60            |
| 23181       | Electronics Technician Maintenance I                                   | 36.82            |
| 23182       | Electronics Technician Maintenance II                                  | 39.04            |
| 23183       | Electronics Technician Maintenance III                                 | 41.20            |
| 23260       | Fabric Worker                                                          | 25.62            |
| 23290       | Fire Alarm System Mechanic                                             | 27.69            |
| 23310       | Fire Extinguisher Repairer                                             | 23.99            |
| 23311       | Fuel Distribution System Mechanic                                      | 31.80            |
| 23312       | Fuel Distribution System Operator                                      | 25.90            |
| 23370       | General Maintenance Worker                                             | 21.19            |
| 23380       | Ground Support Equipment Mechanic                                      | 36.45            |
| 23381       | Ground Support Equipment Servicer                                      | 31.28            |
| 23382       | Ground Support Equipment Worker                                        | 32.92            |
| 23391       | Gunsmith I                                                             | 23.99            |
| 23392       | Gunsmith II                                                            | 27.21            |
| 23393       | Gunsmith III                                                           | 30.14            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.04            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.36            |
| 23430       | Heavy Equipment Mechanic                                               | 26.73            |
| 23440       | Heavy Equipment Operator                                               | 23.45            |
| 23460       | Instrument Mechanic                                                    | 30.46            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.74            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate Note</b> |
|-----------------------------------------------|---------------------------------------------------|------------------|
| 23470                                         | Laborer                                           | 17.40 ***        |
| 23510                                         | Locksmith                                         | 27.78            |
| 23530                                         | Machinery Maintenance Mechanic                    | 29.69            |
| 23550                                         | Machinist, Maintenance                            | 29.05            |
| 23580                                         | Maintenance Trades Helper                         | 18.52            |
| 23591                                         | Metrology Technician I                            | 30.46            |
| 23592                                         | Metrology Technician II                           | 32.07            |
| 23593                                         | Metrology Technician III                          | 33.61            |
| 23640                                         | Millwright                                        | 29.08            |
| 23710                                         | Office Appliance Repairer                         | 26.23            |
| 23760                                         | Painter, Maintenance                              | 21.01            |
| 23790                                         | Pipefitter, Maintenance                           | 26.80            |
| 23810                                         | Plumber, Maintenance                              | 25.39            |
| 23820                                         | Pneudraulic Systems Mechanic                      | 30.14            |
| 23850                                         | Rigger                                            | 30.23            |
| 23870                                         | Scale Mechanic                                    | 27.21            |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 36.12            |
| 23910                                         | Small Engine Mechanic                             | 21.85            |
| 23931                                         | Telecommunications Mechanic I                     | 29.39            |
| 23932                                         | Telecommunications Mechanic II                    | 30.93            |
| 23950                                         | Telephone Lineman                                 | 30.46            |
| 23960                                         | Welder, Combination, Maintenance                  | 25.25            |
| 23965                                         | Well Driller                                      | 30.17            |
| 23970                                         | Woodcraft Worker                                  | 30.14            |
| 23980                                         | Woodworker                                        | 23.99            |
| 24000 Personal Needs Occupations              |                                                   |                  |
| 24550                                         | Case Manager                                      | 19.41            |
| 24570                                         | Child Care Attendant                              | 13.62 ***        |
| 24580                                         | Child Care Center Clerk                           | 16.98 ***        |
| 24610                                         | Chore Aide                                        | 13.20 ***        |
| 24620                                         | Family Readiness And Support Services Coordinator | 19.41            |
| 24630                                         | Homemaker                                         | 19.41            |
| 25000 Plant And System Operations Occupations |                                                   |                  |
| 25010                                         | Boiler Tender                                     | 27.69            |
| 25040                                         | Sewage Plant Operator                             | 25.61            |
| 25070                                         | Stationary Engineer                               | 27.69            |
| 25190                                         | Ventilation Equipment Tender                      | 21.03            |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 25210       | Water Treatment Plant Operator                 | 25.61            |
| 27000       | Protective Service Occupations                 |                  |
| 27004       | Alarm Monitor                                  | 18.89            |
| 27007       | Baggage Inspector                              | 15.97 ***        |
| 27008       | Corrections Officer                            | 22.64            |
| 27010       | Court Security Officer                         | 22.52            |
| 27030       | Detection Dog Handler                          | 18.27            |
| 27040       | Detention Officer                              | 22.64            |
| 27070       | Firefighter                                    | 22.41            |
| 27101       | Guard I                                        | 15.97 ***        |
| 27102       | Guard II                                       | 18.27            |
| 27131       | Police Officer I                               | 25.01            |
| 27132       | Police Officer II                              | 27.80            |
| 28000       | Recreation Occupations                         |                  |
| 28041       | Carnival Equipment Operator                    | 16.07 ***        |
| 28042       | Carnival Equipment Repairer                    | 17.37 ***        |
| 28043       | Carnival Worker                                | 12.28 ***        |
| 28210       | Gate Attendant/Gate Tender                     | 21.15            |
| 28310       | Lifeguard                                      | 17.14 ***        |
| 28350       | Park Attendant (Aide)                          | 23.68            |
| 28510       | Recreation Aide/Health Facility Attendant      | 17.28 ***        |
| 28515       | Recreation Specialist                          | 29.32            |
| 28630       | Sports Official                                | 18.85            |
| 28690       | Swimming Pool Operator                         | 19.26            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 27.21            |
| 29020       | Hatch Tender                                   | 27.21            |
| 29030       | Line Handler                                   | 27.21            |
| 29041       | Stevedore I                                    | 25.62            |
| 29042       | Stevedore II                                   | 28.85            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.76            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.25            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.51            |
| 30021       | Archeological Technician I                     | 19.26            |
| 30022       | Archeological Technician II                    | 21.55            |
| 30023       | Archeological Technician III                   | 26.69            |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30030       | Cartographic Technician                  | 26.69            |
| 30040       | Civil Engineering Technician             | 28.26            |
| 30051       | Cryogenic Technician I                   | 23.36            |
| 30052       | Cryogenic Technician II                  | 25.81            |
| 30061       | Drafter/CAD Operator I                   | 19.26            |
| 30062       | Drafter/CAD Operator II                  | 21.55            |
| 30063       | Drafter/CAD Operator III                 | 24.01            |
| 30064       | Drafter/CAD Operator IV                  | 29.56            |
| 30081       | Engineering Technician I                 | 19.60            |
| 30082       | Engineering Technician II                | 21.77            |
| 30083       | Engineering Technician III               | 24.85            |
| 30084       | Engineering Technician IV                | 30.16            |
| 30085       | Engineering Technician V                 | 36.89            |
| 30086       | Engineering Technician VI                | 44.64            |
| 30090       | Environmental Technician                 | 24.06            |
| 30095       | Evidence Control Specialist              | 21.10            |
| 30210       | Laboratory Technician                    | 22.45            |
| 30221       | Latent Fingerprint Technician I          | 23.36            |
| 30222       | Latent Fingerprint Technician II         | 25.81            |
| 30240       | Mathematical Technician                  | 26.69            |
| 30361       | Paralegal/Legal Assistant I              | 22.94            |
| 30362       | Paralegal/Legal Assistant II             | 28.41            |
| 30363       | Paralegal/Legal Assistant III            | 34.74            |
| 30364       | Paralegal/Legal Assistant IV             | 42.04            |
| 30375       | Petroleum Supply Specialist              | 25.81            |
| 30390       | Photo-Optics Technician                  | 26.69            |
| 30395       | Radiation Control Technician             | 25.81            |
| 30461       | Technical Writer I                       | 25.02            |
| 30462       | Technical Writer II                      | 30.60            |
| 30463       | Technical Writer III                     | 37.02            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 29.72            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 35.95            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 43.09            |
| 30494       | Unexploded (UXO) Safety Escort           | 29.72            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 29.72            |
| 30501       | Weather Forecaster I                     | 29.56            |
| 30502       | Weather Forecaster II                    | 35.95            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.01       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.69       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.95       |             |
| 31020       | Bus Aide                                                 | 13.88       | ***         |
| 31030       | Bus Driver                                               | 18.96       |             |
| 31043       | Driver Courier                                           | 16.43       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.55       | ***         |
| 31290       | Shuttle Bus Driver                                       | 15.69       | ***         |
| 31310       | Taxi Driver                                              | 14.26       | ***         |
| 31361       | Truckdriver, Light                                       | 17.77       |             |
| 31362       | Truckdriver, Medium                                      | 18.96       |             |
| 31363       | Truckdriver, Heavy                                       | 23.57       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.57       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.53       | ***         |
| 99030       | Cashier                                                  | 12.54       | ***         |
| 99050       | Desk Clerk                                               | 14.45       | ***         |
| 99095       | Embalmer                                                 | 30.76       |             |
| 99130       | Flight Follower                                          | 29.72       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.81       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 17.83       |             |
| 99260       | Marketing Analyst                                        | 30.36       |             |
| 99310       | Mortician                                                | 30.76       |             |
| 99410       | Pest Controller                                          | 18.68       |             |
| 99510       | Photofinishing Worker                                    | 15.62       | ***         |
| 99710       | Recycling Laborer                                        | 18.11       |             |
| 99711       | Recycling Specialist                                     | 20.43       |             |
| 99730       | Refuse Collector                                         | 16.69       | ***         |
| 99810       | Sales Clerk                                              | 14.40       | ***         |
| 99820       | School Crossing Guard                                    | 17.38       | ***         |
| 99830       | Survey Party Chief                                       | 27.85       |             |
| 99831       | Surveying Aide                                           | 17.39       | ***         |
| 99832       | Surveying Technician                                     | 25.32       |             |
| 99840       | Vending Machine Attendant                                | 21.12       |             |
| 99841       | Vending Machine Repairer                                 | 25.89       |             |
| 99842       | Vending Machine Repairer Helper                          | 21.12       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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**Wage Determination No. : 2015-5885**

# REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/25/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: West Virginia

Area: West Virginia County of Lincoln

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

## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 16.62 | ***  |
| 01012 | Accounting Clerk II                             | 18.66 |      |
| 01013 | Accounting Clerk III                            | 20.87 |      |
| 01020 | Administrative Assistant                        | 24.59 |      |
| 01035 | Court Reporter                                  | 21.39 |      |
| 01041 | Customer Service Representative I               | 14.66 | ***  |
| 01042 | Customer Service Representative II              | 15.99 | ***  |
| 01043 | Customer Service Representative III             | 17.96 |      |
| 01051 | Data Entry Operator I                           | 15.33 | ***  |
| 01052 | Data Entry Operator II                          | 16.73 | ***  |
| 01060 | Dispatcher, Motor Vehicle                       | 24.63 |      |
| 01070 | Document Preparation Clerk                      | 15.66 | ***  |
| 01090 | Duplicating Machine Operator                    | 15.66 | ***  |
| 01111 | General Clerk I                                 | 15.17 | ***  |
| 01112 | General Clerk II                                | 16.55 | ***  |
| 01113 | General Clerk III                               | 18.57 |      |
| 01120 | Housing Referral Assistant                      | 21.92 |      |
| 01141 | Messenger Courier                               | 15.95 | ***  |
| 01191 | Order Clerk I                                   | 14.65 | ***  |
| 01192 | Order Clerk II                                  | 15.99 | ***  |
| 01261 | Personnel Assistant (Employment) I              | 18.13 |      |
| 01262 | Personnel Assistant (Employment) II             | 20.28 |      |
| 01263 | Personnel Assistant (Employment) III            | 22.62 |      |
| 01270 | Production Control Clerk                        | 29.67 |      |
| 01290 | Rental Clerk                                    | 15.08 | ***  |
| 01300 | Scheduler, Maintenance                          | 17.58 | ***  |
| 01311 | Secretary I                                     | 17.58 | ***  |
| 01312 | Secretary II                                    | 19.66 |      |
| 01313 | Secretary III                                   | 21.92 |      |
| 01320 | Service Order Dispatcher                        | 22.02 |      |
| 01410 | Supply Technician                               | 24.59 |      |
| 01420 | Survey Worker                                   | 17.12 | ***  |
| 01460 | Switchboard Operator/Receptionist               | 14.16 | ***  |
| 01531 | Travel Clerk I                                  | 15.66 | ***  |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01532       | Travel Clerk II                              | 17.58       | ***         |
| 01533       | Travel Clerk III                             | 19.66       |             |
| 01611       | Word Processor I                             | 15.66       | ***         |
| 01612       | Word Processor II                            | 17.58       | ***         |
| 01613       | Word Processor III                           | 19.66       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 21.15       |             |
| 05010       | Automotive Electrician                       | 17.24       | ***         |
| 05040       | Automotive Glass Installer                   | 16.18       | ***         |
| 05070       | Automotive Worker                            | 16.18       | ***         |
| 05110       | Mobile Equipment Servicer                    | 14.07       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 18.08       |             |
| 05160       | Motor Equipment Metal Worker                 | 16.18       | ***         |
| 05190       | Motor Vehicle Mechanic                       | 18.08       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 13.02       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 15.16       | ***         |
| 05280       | Motor Vehicle Wrecker                        | 16.18       | ***         |
| 05310       | Painter, Automotive                          | 17.24       | ***         |
| 05340       | Radiator Repair Specialist                   | 16.18       | ***         |
| 05370       | Tire Repairer                                | 14.17       | ***         |
| 05400       | Transmission Repair Specialist               | 18.08       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.95       | ***         |
| 07041       | Cook I                                       | 13.48       | ***         |
| 07042       | Cook II                                      | 15.50       | ***         |
| 07070       | Dishwasher                                   | 12.24       | ***         |
| 07130       | Food Service Worker                          | 12.57       | ***         |
| 07210       | Meat Cutter                                  | 14.04       | ***         |
| 07260       | Waiter/Waitress                              | 13.84       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 19.87       |             |
| 09040       | Furniture Handler                            | 15.41       | ***         |
| 09080       | Furniture Refinisher                         | 19.59       |             |
| 09090       | Furniture Refinisher Helper                  | 16.80       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.25       |             |
| 09130       | Upholsterer                                  | 19.59       |             |
| 11000       | General Services And Support Occupations     |             |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11030       | Cleaner, Vehicles                          | 13.43       | ***         |
| 11060       | Elevator Operator                          | 14.51       | ***         |
| 11090       | Gardener                                   | 18.96       |             |
| 11122       | Housekeeping Aide                          | 14.51       | ***         |
| 11150       | Janitor                                    | 14.51       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 14.59       | ***         |
| 11240       | Maid or Houseman                           | 13.52       | ***         |
| 11260       | Pruner                                     | 13.20       | ***         |
| 11270       | Tractor Operator                           | 17.53       | ***         |
| 11330       | Trail Maintenance Worker                   | 14.59       | ***         |
| 11360       | Window Cleaner                             | 16.04       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 15.38       | ***         |
| 12011       | Breath Alcohol Technician                  | 21.08       |             |
| 12012       | Certified Occupational Therapist Assistant | 31.25       |             |
| 12015       | Certified Physical Therapist Assistant     | 28.68       |             |
| 12020       | Dental Assistant                           | 18.22       |             |
| 12025       | Dental Hygienist                           | 35.10       |             |
| 12030       | EKG Technician                             | 25.62       |             |
| 12035       | Electroneurodiagnostic Technologist        | 25.62       |             |
| 12040       | Emergency Medical Technician               | 15.38       | ***         |
| 12071       | Licensed Practical Nurse I                 | 18.85       |             |
| 12072       | Licensed Practical Nurse II                | 21.08       |             |
| 12073       | Licensed Practical Nurse III               | 23.51       |             |
| 12100       | Medical Assistant                          | 16.62       | ***         |
| 12130       | Medical Laboratory Technician              | 28.66       |             |
| 12160       | Medical Record Clerk                       | 21.29       |             |
| 12190       | Medical Record Technician                  | 23.81       |             |
| 12195       | Medical Transcriptionist                   | 19.38       |             |
| 12210       | Nuclear Medicine Technologist              | 45.43       |             |
| 12221       | Nursing Assistant I                        | 13.90       | ***         |
| 12222       | Nursing Assistant II                       | 15.64       | ***         |
| 12223       | Nursing Assistant III                      | 17.07       | ***         |
| 12224       | Nursing Assistant IV                       | 19.16       |             |
| 12235       | Optical Dispenser                          | 19.88       |             |
| 12236       | Optical Technician                         | 18.85       |             |
| 12250       | Pharmacy Technician                        | 17.55       | ***         |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12280       | Phlebotomist                                         | 17.78       |             |
| 12305       | Radiologic Technologist                              | 31.94       |             |
| 12311       | Registered Nurse I                                   | 25.71       |             |
| 12312       | Registered Nurse II                                  | 31.45       |             |
| 12313       | Registered Nurse II, Specialist                      | 31.45       |             |
| 12314       | Registered Nurse III                                 | 38.05       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 38.05       |             |
| 12316       | Registered Nurse IV                                  | 45.61       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 26.12       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 22.28       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 19.21       |             |
| 13012       | Exhibits Specialist II                               | 23.80       |             |
| 13013       | Exhibits Specialist III                              | 29.11       |             |
| 13041       | Illustrator I                                        | 19.21       |             |
| 13042       | Illustrator II                                       | 23.80       |             |
| 13043       | Illustrator III                                      | 29.11       |             |
| 13047       | Librarian                                            | 26.36       |             |
| 13050       | Library Aide/Clerk                                   | 12.66       | ***         |
| 13054       | Library Information Technology Systems Administrator | 23.80       |             |
| 13058       | Library Technician                                   | 19.21       |             |
| 13061       | Media Specialist I                                   | 17.18       | ***         |
| 13062       | Media Specialist II                                  | 19.21       |             |
| 13063       | Media Specialist III                                 | 21.41       |             |
| 13071       | Photographer I                                       | 17.18       | ***         |
| 13072       | Photographer II                                      | 19.21       |             |
| 13073       | Photographer III                                     | 23.80       |             |
| 13074       | Photographer IV                                      | 29.11       |             |
| 13075       | Photographer V                                       | 35.22       |             |
| 13090       | Technical Order Library Clerk                        | 17.04       | ***         |
| 13110       | Video Teleconference Technician                      | 18.11       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 17.91       |             |
| 14042       | Computer Operator II                                 | 20.03       |             |
| 14043       | Computer Operator III                                | 22.33       |             |
| 14044       | Computer Operator IV                                 | 24.83       |             |
| 14045       | Computer Operator V                                  | 27.49       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14071       | Computer Programmer I                                   | 22.03       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 17.91       |             |
| 14160       | Personal Computer Support Technician                    | 24.94       |             |
| 14170       | System Support Specialist                               | 29.33       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.40       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 40.40       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 48.42       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.40       |             |
| 15060       | Educational Technologist                                | 33.76       |             |
| 15070       | Flight Instructor (Pilot)                               | 48.42       |             |
| 15080       | Graphic Artist                                          | 24.10       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 48.42       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 48.42       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 48.42       |             |
| 15090       | Technical Instructor                                    | 23.08       |             |
| 15095       | Technical Instructor/Course Developer                   | 28.48       |             |
| 15110       | Test Proctor                                            | 18.79       |             |
| 15120       | Tutor                                                   | 18.79       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.17       | ***         |
| 16030       | Counter Attendant                                       | 12.17       | ***         |
| 16040       | Dry Cleaner                                             | 14.94       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.17       | ***         |
| 16090       | Presser, Hand                                           | 12.17       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.17       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.17       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.17       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.01       | ***         |
| 16220       | Tailor                                                  | 17.05       | ***         |
| 16250       | Washer, Machine                                         | 12.83       | ***         |



| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 28.41       |             |
| 19040       | Tool And Die Maker                                | 34.22       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 22.40       |             |
| 21030       | Material Coordinator                              | 29.67       |             |
| 21040       | Material Expediter                                | 29.67       |             |
| 21050       | Material Handling Laborer                         | 16.90       | ***         |
| 21071       | Order Filler                                      | 15.34       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 22.40       |             |
| 21110       | Shipping Packer                                   | 18.91       |             |
| 21130       | Shipping/Receiving Clerk                          | 18.91       |             |
| 21140       | Store Worker I                                    | 15.23       | ***         |
| 21150       | Stock Clerk                                       | 20.52       |             |
| 21210       | Tools And Parts Attendant                         | 22.40       |             |
| 21410       | Warehouse Specialist                              | 22.40       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 31.36       |             |
| 23019       | Aircraft Logs and Records Technician              | 24.98       |             |
| 23021       | Aircraft Mechanic I                               | 29.80       |             |
| 23022       | Aircraft Mechanic II                              | 31.36       |             |
| 23023       | Aircraft Mechanic III                             | 32.71       |             |
| 23040       | Aircraft Mechanic Helper                          | 21.46       |             |
| 23050       | Aircraft, Painter                                 | 28.41       |             |
| 23060       | Aircraft Servicer                                 | 24.98       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 28.41       |             |
| 23080       | Aircraft Worker                                   | 26.67       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 26.67       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 29.80       |             |
| 23110       | Appliance Mechanic                                | 28.41       |             |
| 23120       | Bicycle Repairer                                  | 23.20       |             |
| 23125       | Cable Splicer                                     | 43.05       |             |
| 23130       | Carpenter, Maintenance                            | 25.31       |             |
| 23140       | Carpet Layer                                      | 26.67       |             |
| 23160       | Electrician, Maintenance                          | 33.51       |             |
| 23181       | Electronics Technician Maintenance I              | 26.67       |             |
| 23182       | Electronics Technician Maintenance II             | 28.41       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23183       | Electronics Technician Maintenance III                                 | 29.81            |
| 23260       | Fabric Worker                                                          | 24.98            |
| 23290       | Fire Alarm System Mechanic                                             | 22.75            |
| 23310       | Fire Extinguisher Repairer                                             | 23.20            |
| 23311       | Fuel Distribution System Mechanic                                      | 38.82            |
| 23312       | Fuel Distribution System Operator                                      | 30.22            |
| 23370       | General Maintenance Worker                                             | 18.62            |
| 23380       | Ground Support Equipment Mechanic                                      | 29.80            |
| 23381       | Ground Support Equipment Servicer                                      | 24.98            |
| 23382       | Ground Support Equipment Worker                                        | 26.67            |
| 23391       | Gunsmith I                                                             | 23.20            |
| 23392       | Gunsmith II                                                            | 26.67            |
| 23393       | Gunsmith III                                                           | 29.80            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.57            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 23.75            |
| 23430       | Heavy Equipment Mechanic                                               | 26.82            |
| 23440       | Heavy Equipment Operator                                               | 28.14            |
| 23460       | Instrument Mechanic                                                    | 29.80            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.41            |
| 23470       | Laborer                                                                | 16.90 ***        |
| 23510       | Locksmith                                                              | 28.41            |
| 23530       | Machinery Maintenance Mechanic                                         | 28.47            |
| 23550       | Machinist, Maintenance                                                 | 23.80            |
| 23580       | Maintenance Trades Helper                                              | 16.42 ***        |
| 23591       | Metrology Technician I                                                 | 29.80            |
| 23592       | Metrology Technician II                                                | 31.36            |
| 23593       | Metrology Technician III                                               | 32.71            |
| 23640       | Millwright                                                             | 34.56            |
| 23710       | Office Appliance Repairer                                              | 20.22            |
| 23760       | Painter, Maintenance                                                   | 22.94            |
| 23790       | Pipefitter, Maintenance                                                | 32.74            |
| 23810       | Plumber, Maintenance                                                   | 31.21            |
| 23820       | Pneudraulic Systems Mechanic                                           | 29.80            |
| 23850       | Rigger                                                                 | 29.80            |
| 23870       | Scale Mechanic                                                         | 26.67            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 32.87            |
| 23910       | Small Engine Mechanic                                                  | 26.30            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23931       | Telecommunications Mechanic I                     | 33.49       |             |
| 23932       | Telecommunications Mechanic II                    | 35.24       |             |
| 23950       | Telephone Lineman                                 | 42.24       |             |
| 23960       | Welder, Combination, Maintenance                  | 21.94       |             |
| 23965       | Well Driller                                      | 29.80       |             |
| 23970       | Woodcraft Worker                                  | 29.80       |             |
| 23980       | Woodworker                                        | 23.20       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 17.40       | ***         |
| 24570       | Child Care Attendant                              | 11.16       | ***         |
| 24580       | Child Care Center Clerk                           | 13.92       | ***         |
| 24610       | Chore Aide                                        | 13.03       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 17.40       | ***         |
| 24630       | Homemaker                                         | 17.40       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 26.89       |             |
| 25040       | Sewage Plant Operator                             | 20.81       |             |
| 25070       | Stationary Engineer                               | 26.89       |             |
| 25190       | Ventilation Equipment Tender                      | 16.97       | ***         |
| 25210       | Water Treatment Plant Operator                    | 20.81       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 17.85       |             |
| 27007       | Baggage Inspector                                 | 14.08       | ***         |
| 27008       | Corrections Officer                               | 24.09       |             |
| 27010       | Court Security Officer                            | 21.23       |             |
| 27030       | Detection Dog Handler                             | 15.75       | ***         |
| 27040       | Detention Officer                                 | 24.09       |             |
| 27070       | Firefighter                                       | 19.20       |             |
| 27101       | Guard I                                           | 14.08       | ***         |
| 27102       | Guard II                                          | 15.75       | ***         |
| 27131       | Police Officer I                                  | 23.71       |             |
| 27132       | Police Officer II                                 | 26.35       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 15.13       | ***         |
| 28042       | Carnival Equipment Repairer                       | 16.36       | ***         |
| 28043       | Carnival Worker                                   | 11.41       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 16.57       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28310       | Lifeguard                                      | 13.72 ***        |
| 28350       | Park Attendant (Aide)                          | 18.54            |
| 28510       | Recreation Aide/Health Facility Attendant      | 13.53 ***        |
| 28515       | Recreation Specialist                          | 22.96            |
| 28630       | Sports Official                                | 14.77 ***        |
| 28690       | Swimming Pool Operator                         | 18.80            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 28.22            |
| 29020       | Hatch Tender                                   | 28.22            |
| 29030       | Line Handler                                   | 28.22            |
| 29041       | Stevedore I                                    | 26.43            |
| 29042       | Stevedore II                                   | 30.05            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99            |
| 30021       | Archeological Technician I                     | 20.60            |
| 30022       | Archeological Technician II                    | 23.04            |
| 30023       | Archeological Technician III                   | 28.54            |
| 30030       | Cartographic Technician                        | 28.54            |
| 30040       | Civil Engineering Technician                   | 25.04            |
| 30051       | Cryogenic Technician I                         | 30.85            |
| 30052       | Cryogenic Technician II                        | 34.08            |
| 30061       | Drafter/CAD Operator I                         | 20.60            |
| 30062       | Drafter/CAD Operator II                        | 23.04            |
| 30063       | Drafter/CAD Operator III                       | 25.68            |
| 30064       | Drafter/CAD Operator IV                        | 31.61            |
| 30081       | Engineering Technician I                       | 15.76 ***        |
| 30082       | Engineering Technician II                      | 17.69 ***        |
| 30083       | Engineering Technician III                     | 22.90            |
| 30084       | Engineering Technician IV                      | 25.79            |
| 30085       | Engineering Technician V                       | 31.55            |
| 30086       | Engineering Technician VI                      | 38.17            |
| 30090       | Environmental Technician                       | 25.32            |
| 30095       | Evidence Control Specialist                    | 27.86            |
| 30210       | Laboratory Technician                          | 28.42            |
| 30221       | Latent Fingerprint Technician I                | 30.85            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30222       | Latent Fingerprint Technician II                         | 34.08            |
| 30240       | Mathematical Technician                                  | 28.54            |
| 30361       | Paralegal/Legal Assistant I                              | 20.74            |
| 30362       | Paralegal/Legal Assistant II                             | 25.70            |
| 30363       | Paralegal/Legal Assistant III                            | 31.44            |
| 30364       | Paralegal/Legal Assistant IV                             | 38.03            |
| 30375       | Petroleum Supply Specialist                              | 34.08            |
| 30390       | Photo-Optics Technician                                  | 28.54            |
| 30395       | Radiation Control Technician                             | 34.08            |
| 30461       | Technical Writer I                                       | 27.86            |
| 30462       | Technical Writer II                                      | 34.08            |
| 30463       | Technical Writer III                                     | 41.23            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46            |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28            |
| 30501       | Weather Forecaster I                                     | 31.61            |
| 30502       | Weather Forecaster II                                    | 38.46            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.68 see 2      |
| 30621       | Weather Observer, Senior                                 | 28.54 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 35.43            |
| 31020       | Bus Aide                                                 | 15.89 ***        |
| 31030       | Bus Driver                                               | 22.23            |
| 31043       | Driver Courier                                           | 17.30 ***        |
| 31260       | Parking and Lot Attendant                                | 13.41 ***        |
| 31290       | Shuttle Bus Driver                                       | 13.50 ***        |
| 31310       | Taxi Driver                                              | 11.88 ***        |
| 31361       | Truckdriver, Light                                       | 18.71            |
| 31362       | Truckdriver, Medium                                      | 20.14            |
| 31363       | Truckdriver, Heavy                                       | 23.24            |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.24            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 17.27 ***        |
| 99030       | Cashier                                                  | 11.21 ***        |
| 99050       | Desk Clerk                                               | 11.99 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99095       | Embalmer                        | 31.95       |             |
| 99130       | Flight Follower                 | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I   | 14.06       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 15.20       | ***         |
| 99260       | Marketing Analyst               | 23.12       |             |
| 99310       | Mortician                       | 31.95       |             |
| 99410       | Pest Controller                 | 19.70       |             |
| 99510       | Photofinishing Worker           | 15.39       | ***         |
| 99710       | Recycling Laborer               | 18.70       |             |
| 99711       | Recycling Specialist            | 22.47       |             |
| 99730       | Refuse Collector                | 16.95       | ***         |
| 99810       | Sales Clerk                     | 13.52       | ***         |
| 99820       | School Crossing Guard           | 16.95       | ***         |
| 99830       | Survey Party Chief              | 27.10       |             |
| 99831       | Surveying Aide                  | 16.78       | ***         |
| 99832       | Surveying Technician            | 23.01       |             |
| 99840       | Vending Machine Attendant       | 22.52       |             |
| 99841       | Vending Machine Repairer        | 27.99       |             |
| 99842       | Vending Machine Repairer Helper | 22.52       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5887**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/29/2025

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Kentucky

Area: Kentucky Counties of Carter, Lawrence

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.01       | ***         |
| 01012       | Accounting Clerk II                             | 19.09       |             |
| 01013       | Accounting Clerk III                            | 21.35       |             |
| 01020       | Administrative Assistant                        | 25.77       |             |
| 01035       | Court Reporter                                  | 21.39       |             |
| 01041       | Customer Service Representative I               | 14.35       | ***         |
| 01042       | Customer Service Representative II              | 15.66       | ***         |
| 01043       | Customer Service Representative III             | 17.59       | ***         |
| 01051       | Data Entry Operator I                           | 15.58       | ***         |
| 01052       | Data Entry Operator II                          | 17.00       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 20.85       |             |
| 01070       | Document Preparation Clerk                      | 15.49       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.49       | ***         |
| 01111       | General Clerk I                                 | 15.67       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01112       | General Clerk II                     | 17.10       | ***         |
| 01113       | General Clerk III                    | 19.19       |             |
| 01120       | Housing Referral Assistant           | 21.68       |             |
| 01141       | Messenger Courier                    | 15.50       | ***         |
| 01191       | Order Clerk I                        | 15.66       | ***         |
| 01192       | Order Clerk II                       | 17.09       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 18.64       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.85       |             |
| 01263       | Personnel Assistant (Employment) III | 23.24       |             |
| 01270       | Production Control Clerk             | 25.94       |             |
| 01290       | Rental Clerk                         | 15.00       | ***         |
| 01300       | Scheduler, Maintenance               | 17.38       | ***         |
| 01311       | Secretary I                          | 17.38       | ***         |
| 01312       | Secretary II                         | 19.44       |             |
| 01313       | Secretary III                        | 21.68       |             |
| 01320       | Service Order Dispatcher             | 18.63       |             |
| 01410       | Supply Technician                    | 25.77       |             |
| 01420       | Survey Worker                        | 16.89       | ***         |
| 01460       | Switchboard Operator/Receptionist    | 14.64       | ***         |
| 01531       | Travel Clerk I                       | 15.88       | ***         |
| 01532       | Travel Clerk II                      | 17.38       | ***         |
| 01533       | Travel Clerk III                     | 19.44       |             |
| 01611       | Word Processor I                     | 15.49       | ***         |
| 01612       | Word Processor II                    | 17.38       | ***         |
| 01613       | Word Processor III                   | 19.44       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 19.43       |             |
| 05010       | Automotive Electrician               | 16.96       | ***         |
| 05040       | Automotive Glass Installer           | 15.99       | ***         |
| 05070       | Automotive Worker                    | 15.99       | ***         |
| 05110       | Mobile Equipment Servicer            | 14.03       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 17.82       |             |
| 05160       | Motor Equipment Metal Worker         | 15.99       | ***         |
| 05190       | Motor Vehicle Mechanic               | 17.82       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 13.04       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 15.02       | ***         |
| 05280       | Motor Vehicle Wrecker                | 15.99       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05310       | Painter, Automotive                          | 16.96       | ***         |
| 05340       | Radiator Repair Specialist                   | 15.99       | ***         |
| 05370       | Tire Repairer                                | 14.51       | ***         |
| 05400       | Transmission Repair Specialist               | 17.82       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 15.41       | ***         |
| 07041       | Cook I                                       | 13.55       | ***         |
| 07042       | Cook II                                      | 15.44       | ***         |
| 07070       | Dishwasher                                   | 11.92       | ***         |
| 07130       | Food Service Worker                          | 10.96       | ***         |
| 07210       | Meat Cutter                                  | 13.83       | ***         |
| 07260       | Waiter/Waitress                              | 10.93       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 24.05       |             |
| 09040       | Furniture Handler                            | 16.04       | ***         |
| 09080       | Furniture Refinisher                         | 23.71       |             |
| 09090       | Furniture Refinisher Helper                  | 19.00       |             |
| 09110       | Furniture Repairer, Minor                    | 21.91       |             |
| 09130       | Upholsterer                                  | 23.71       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.50       | ***         |
| 11060       | Elevator Operator                            | 14.09       | ***         |
| 11090       | Gardener                                     | 19.02       |             |
| 11122       | Housekeeping Aide                            | 13.40       | ***         |
| 11150       | Janitor                                      | 13.40       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 14.88       | ***         |
| 11240       | Maid or Houseman                             | 13.65       | ***         |
| 11260       | Pruner                                       | 13.54       | ***         |
| 11270       | Tractor Operator                             | 17.63       | ***         |
| 11330       | Trail Maintenance Worker                     | 14.88       | ***         |
| 11360       | Window Cleaner                               | 14.72       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 15.38       | ***         |
| 12011       | Breath Alcohol Technician                    | 21.92       |             |
| 12012       | Certified Occupational Therapist Assistant   | 31.64       |             |
| 12015       | Certified Physical Therapist Assistant       | 28.12       |             |
| 12020       | Dental Assistant                             | 17.58       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12025       | Dental Hygienist                     | 31.15       |             |
| 12030       | EKG Technician                       | 24.76       |             |
| 12035       | Electroneurodiagnostic Technologist  | 24.76       |             |
| 12040       | Emergency Medical Technician         | 15.38       | ***         |
| 12071       | Licensed Practical Nurse I           | 19.60       |             |
| 12072       | Licensed Practical Nurse II          | 21.92       |             |
| 12073       | Licensed Practical Nurse III         | 24.43       |             |
| 12100       | Medical Assistant                    | 17.55       | ***         |
| 12130       | Medical Laboratory Technician        | 28.58       |             |
| 12160       | Medical Record Clerk                 | 17.46       | ***         |
| 12190       | Medical Record Technician            | 19.53       |             |
| 12195       | Medical Transcriptionist             | 17.96       |             |
| 12210       | Nuclear Medicine Technologist        | 48.17       |             |
| 12221       | Nursing Assistant I                  | 14.06       | ***         |
| 12222       | Nursing Assistant II                 | 15.82       | ***         |
| 12223       | Nursing Assistant III                | 17.26       | ***         |
| 12224       | Nursing Assistant IV                 | 19.37       |             |
| 12235       | Optical Dispenser                    | 20.23       |             |
| 12236       | Optical Technician                   | 19.60       |             |
| 12250       | Pharmacy Technician                  | 17.67       | ***         |
| 12280       | Phlebotomist                         | 17.58       | ***         |
| 12305       | Radiologic Technologist              | 30.86       |             |
| 12311       | Registered Nurse I                   | 26.98       |             |
| 12312       | Registered Nurse II                  | 33.00       |             |
| 12313       | Registered Nurse II, Specialist      | 33.00       |             |
| 12314       | Registered Nurse III                 | 39.92       |             |
| 12315       | Registered Nurse III, Anesthetist    | 39.92       |             |
| 12316       | Registered Nurse IV                  | 47.85       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 27.15       |             |
| 12320       | Substance Abuse Treatment Counselor  | 22.66       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 22.18       |             |
| 13012       | Exhibits Specialist II               | 27.49       |             |
| 13013       | Exhibits Specialist III              | 33.62       |             |
| 13041       | Illustrator I                        | 22.18       |             |
| 13042       | Illustrator II                       | 27.49       |             |
| 13043       | Illustrator III                      | 33.62       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13047       | Librarian                                            | 30.44       |             |
| 13050       | Library Aide/Clerk                                   | 12.11       | ***         |
| 13054       | Library Information Technology Systems Administrator | 27.49       |             |
| 13058       | Library Technician                                   | 20.00       |             |
| 13061       | Media Specialist I                                   | 19.83       |             |
| 13062       | Media Specialist II                                  | 22.18       |             |
| 13063       | Media Specialist III                                 | 24.74       |             |
| 13071       | Photographer I                                       | 19.83       |             |
| 13072       | Photographer II                                      | 22.18       |             |
| 13073       | Photographer III                                     | 27.49       |             |
| 13074       | Photographer IV                                      | 33.62       |             |
| 13075       | Photographer V                                       | 40.68       |             |
| 13090       | Technical Order Library Clerk                        | 15.20       | ***         |
| 13110       | Video Teleconference Technician                      | 19.83       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.95       |             |
| 14042       | Computer Operator II                                 | 21.20       |             |
| 14043       | Computer Operator III                                | 23.64       |             |
| 14044       | Computer Operator IV                                 | 26.27       |             |
| 14045       | Computer Operator V                                  | 29.09       |             |
| 14071       | Computer Programmer I                                | 18.27       | see 1       |
| 14072       | Computer Programmer II                               | 22.64       | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.95       |             |
| 14160       | Personal Computer Support Technician                 | 26.27       |             |
| 14170       | System Support Specialist                            | 34.04       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 32.26       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 39.04       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 46.79       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 32.26       |             |
| 15060       | Educational Technologist                             | 34.34       |             |
| 15070       | Flight Instructor (Pilot)                            | 46.79       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15080       | Graphic Artist                                          | 21.91       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.79       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.79       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.79       |             |
| 15090       | Technical Instructor                                    | 21.10       |             |
| 15095       | Technical Instructor/Course Developer                   | 25.81       |             |
| 15110       | Test Proctor                                            | 17.03       | ***         |
| 15120       | Tutor                                                   | 17.03       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.17       | ***         |
| 16030       | Counter Attendant                                       | 12.17       | ***         |
| 16040       | Dry Cleaner                                             | 14.94       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.17       | ***         |
| 16090       | Presser, Hand                                           | 12.17       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.17       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.17       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.17       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.01       | ***         |
| 16220       | Tailor                                                  | 17.05       | ***         |
| 16250       | Washer, Machine                                         | 12.86       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 27.20       |             |
| 19040       | Tool And Die Maker                                      | 32.77       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 18.15       |             |
| 21030       | Material Coordinator                                    | 25.94       |             |
| 21040       | Material Expediter                                      | 25.94       |             |
| 21050       | Material Handling Laborer                               | 16.84       | ***         |
| 21071       | Order Filler                                            | 14.63       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 18.15       |             |
| 21110       | Shipping Packer                                         | 17.18       | ***         |
| 21130       | Shipping/Receiving Clerk                                | 17.18       | ***         |
| 21140       | Store Worker I                                          | 15.23       | ***         |
| 21150       | Stock Clerk                                             | 20.52       |             |
| 21210       | Tools And Parts Attendant                               | 18.15       |             |
| 21410       | Warehouse Specialist                                    | 18.15       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |



| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23010       | Aerospace Structural Welder                                            | 30.00            |
| 23019       | Aircraft Logs and Records Technician                                   | 24.10            |
| 23021       | Aircraft Mechanic I                                                    | 28.58            |
| 23022       | Aircraft Mechanic II                                                   | 30.00            |
| 23023       | Aircraft Mechanic III                                                  | 31.33            |
| 23040       | Aircraft Mechanic Helper                                               | 21.41            |
| 23050       | Aircraft, Painter                                                      | 27.20            |
| 23060       | Aircraft Servicer                                                      | 24.10            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 27.20            |
| 23080       | Aircraft Worker                                                        | 25.63            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 25.63            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 28.58            |
| 23110       | Appliance Mechanic                                                     | 27.20            |
| 23120       | Bicycle Repairer                                                       | 22.48            |
| 23125       | Cable Splicer                                                          | 37.89            |
| 23130       | Carpenter, Maintenance                                                 | 24.35            |
| 23140       | Carpet Layer                                                           | 25.63            |
| 23160       | Electrician, Maintenance                                               | 29.27            |
| 23181       | Electronics Technician Maintenance I                                   | 25.99            |
| 23182       | Electronics Technician Maintenance II                                  | 27.59            |
| 23183       | Electronics Technician Maintenance III                                 | 28.99            |
| 23260       | Fabric Worker                                                          | 24.10            |
| 23290       | Fire Alarm System Mechanic                                             | 25.98            |
| 23310       | Fire Extinguisher Repairer                                             | 22.48            |
| 23311       | Fuel Distribution System Mechanic                                      | 29.98            |
| 23312       | Fuel Distribution System Operator                                      | 23.58            |
| 23370       | General Maintenance Worker                                             | 19.03            |
| 23380       | Ground Support Equipment Mechanic                                      | 28.58            |
| 23381       | Ground Support Equipment Servicer                                      | 24.10            |
| 23382       | Ground Support Equipment Worker                                        | 25.63            |
| 23391       | Gunsmith I                                                             | 22.48            |
| 23392       | Gunsmith II                                                            | 25.63            |
| 23393       | Gunsmith III                                                           | 28.58            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.67            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 23.85            |
| 23430       | Heavy Equipment Mechanic                                               | 25.19            |
| 23440       | Heavy Equipment Operator                                               | 25.41            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23460       | Instrument Mechanic                               | 28.58       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 27.20       |             |
| 23470       | Laborer                                           | 16.84       | ***         |
| 23510       | Locksmith                                         | 27.20       |             |
| 23530       | Machinery Maintenance Mechanic                    | 28.90       |             |
| 23550       | Machinist, Maintenance                            | 25.90       |             |
| 23580       | Maintenance Trades Helper                         | 18.56       |             |
| 23591       | Metrology Technician I                            | 28.58       |             |
| 23592       | Metrology Technician II                           | 30.00       |             |
| 23593       | Metrology Technician III                          | 31.33       |             |
| 23640       | Millwright                                        | 28.58       |             |
| 23710       | Office Appliance Repairer                         | 24.73       |             |
| 23760       | Painter, Maintenance                              | 22.48       |             |
| 23790       | Pipefitter, Maintenance                           | 26.07       |             |
| 23810       | Plumber, Maintenance                              | 24.85       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 28.58       |             |
| 23850       | Rigger                                            | 28.58       |             |
| 23870       | Scale Mechanic                                    | 25.63       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 28.58       |             |
| 23910       | Small Engine Mechanic                             | 22.76       |             |
| 23931       | Telecommunications Mechanic I                     | 31.04       |             |
| 23932       | Telecommunications Mechanic II                    | 32.59       |             |
| 23950       | Telephone Lineman                                 | 26.60       |             |
| 23960       | Welder, Combination, Maintenance                  | 21.87       |             |
| 23965       | Well Driller                                      | 28.58       |             |
| 23970       | Woodcraft Worker                                  | 28.58       |             |
| 23980       | Woodworker                                        | 22.48       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 16.02       | ***         |
| 24570       | Child Care Attendant                              | 11.33       | ***         |
| 24580       | Child Care Center Clerk                           | 14.12       | ***         |
| 24610       | Chore Aide                                        | 12.73       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 16.02       | ***         |
| 24630       | Homemaker                                         | 16.02       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 23.62       |             |
| 25040       | Sewage Plant Operator                             | 20.85       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25070       | Stationary Engineer                            | 23.62       |             |
| 25190       | Ventilation Equipment Tender                   | 17.27       | ***         |
| 25210       | Water Treatment Plant Operator                 | 20.85       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 17.27       | ***         |
| 27007       | Baggage Inspector                              | 11.91       | ***         |
| 27008       | Corrections Officer                            | 19.47       |             |
| 27010       | Court Security Officer                         | 17.56       | ***         |
| 27030       | Detection Dog Handler                          | 13.33       | ***         |
| 27040       | Detention Officer                              | 19.47       |             |
| 27070       | Firefighter                                    | 17.02       | ***         |
| 27101       | Guard I                                        | 11.91       | ***         |
| 27102       | Guard II                                       | 13.33       | ***         |
| 27131       | Police Officer I                               | 20.06       |             |
| 27132       | Police Officer II                              | 22.30       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 12.68       | ***         |
| 28042       | Carnival Equipment Repairer                    | 13.63       | ***         |
| 28043       | Carnival Worker                                | 9.80        | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 16.84       | ***         |
| 28310       | Lifeguard                                      | 14.81       | ***         |
| 28350       | Park Attendant (Aide)                          | 18.84       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 13.75       | ***         |
| 28515       | Recreation Specialist                          | 23.34       |             |
| 28630       | Sports Official                                | 15.01       | ***         |
| 28690       | Swimming Pool Operator                         | 17.07       | ***         |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 26.25       |             |
| 29020       | Hatch Tender                                   | 26.25       |             |
| 29030       | Line Handler                                   | 26.25       |             |
| 29041       | Stevedore I                                    | 24.66       |             |
| 29042       | Stevedore II                                   | 27.83       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99       |             |
| 30021       | Archeological Technician I                     | 19.45       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30022       | Archeological Technician II              | 22.90            |
| 30023       | Archeological Technician III             | 26.94            |
| 30030       | Cartographic Technician                  | 26.94            |
| 30040       | Civil Engineering Technician             | 26.35            |
| 30051       | Cryogenic Technician I                   | 27.80            |
| 30052       | Cryogenic Technician II                  | 30.70            |
| 30061       | Drafter/CAD Operator I                   | 19.45            |
| 30062       | Drafter/CAD Operator II                  | 22.90            |
| 30063       | Drafter/CAD Operator III                 | 24.24            |
| 30064       | Drafter/CAD Operator IV                  | 29.84            |
| 30081       | Engineering Technician I                 | 18.18            |
| 30082       | Engineering Technician II                | 20.41            |
| 30083       | Engineering Technician III               | 23.25            |
| 30084       | Engineering Technician IV                | 28.37            |
| 30085       | Engineering Technician V                 | 34.71            |
| 30086       | Engineering Technician VI                | 41.99            |
| 30090       | Environmental Technician                 | 23.36            |
| 30095       | Evidence Control Specialist              | 26.94            |
| 30210       | Laboratory Technician                    | 25.55            |
| 30221       | Latent Fingerprint Technician I          | 29.84            |
| 30222       | Latent Fingerprint Technician II         | 32.95            |
| 30240       | Mathematical Technician                  | 26.94            |
| 30361       | Paralegal/Legal Assistant I              | 22.73            |
| 30362       | Paralegal/Legal Assistant II             | 28.16            |
| 30363       | Paralegal/Legal Assistant III            | 34.44            |
| 30364       | Paralegal/Legal Assistant IV             | 41.67            |
| 30375       | Petroleum Supply Specialist              | 30.70            |
| 30390       | Photo-Optics Technician                  | 26.94            |
| 30395       | Radiation Control Technician             | 30.70            |
| 30461       | Technical Writer I                       | 26.94            |
| 30462       | Technical Writer II                      | 32.95            |
| 30463       | Technical Writer III                     | 39.87            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 29.28            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 35.43            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 42.46            |
| 30494       | Unexploded (UXO) Safety Escort           | 29.28            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 29.28            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30501       | Weather Forecaster I                                     | 29.27       |             |
| 30502       | Weather Forecaster II                                    | 35.61       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.24       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.94       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 13.48       | ***         |
| 31030       | Bus Driver                                               | 18.33       |             |
| 31043       | Driver Courier                                           | 16.70       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.83       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.12       | ***         |
| 31310       | Taxi Driver                                              | 11.07       | ***         |
| 31361       | Truckdriver, Light                                       | 17.97       |             |
| 31362       | Truckdriver, Medium                                      | 19.25       |             |
| 31363       | Truckdriver, Heavy                                       | 24.27       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.27       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.27       | ***         |
| 99030       | Cashier                                                  | 11.22       | ***         |
| 99050       | Desk Clerk                                               | 11.67       | ***         |
| 99095       | Embalmer                                                 | 30.61       |             |
| 99130       | Flight Follower                                          | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I                            | 14.43       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 15.60       | ***         |
| 99260       | Marketing Analyst                                        | 23.85       |             |
| 99310       | Mortician                                                | 30.90       |             |
| 99410       | Pest Controller                                          | 17.45       | ***         |
| 99510       | Photofinishing Worker                                    | 15.39       | ***         |
| 99710       | Recycling Laborer                                        | 17.00       | ***         |
| 99711       | Recycling Specialist                                     | 20.13       |             |
| 99730       | Refuse Collector                                         | 15.47       | ***         |
| 99810       | Sales Clerk                                              | 13.23       | ***         |
| 99820       | School Crossing Guard                                    | 15.94       | ***         |
| 99830       | Survey Party Chief                                       | 27.68       |             |
| 99831       | Surveying Aide                                           | 17.13       | ***         |
| 99832       | Surveying Technician                                     | 23.52       |             |
| 99840       | Vending Machine Attendant                                | 20.75       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 99841       | Vending Machine Repairer        | 25.44            |
| 99842       | Vending Machine Repairer Helper | 20.75            |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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# Wage Determination No. : 2015-5891

## REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/29/2025

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Carolina

Area: North Carolina County of Brunswick

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.14       | ***         |
| 01012       | Accounting Clerk II                             | 19.24       |             |
| 01013       | Accounting Clerk III                            | 21.52       |             |
| 01020       | Administrative Assistant                        | 29.73       |             |
| 01035       | Court Reporter                                  | 20.59       |             |
| 01041       | Customer Service Representative I               | 14.66       | ***         |
| 01042       | Customer Service Representative II              | 16.00       | ***         |
| 01043       | Customer Service Representative III             | 17.96       |             |
| 01051       | Data Entry Operator I                           | 17.58       | ***         |
| 01052       | Data Entry Operator II                          | 19.18       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 20.70       |             |
| 01070       | Document Preparation Clerk                      | 18.05       |             |
| 01090       | Duplicating Machine Operator                    | 18.05       |             |
| 01111       | General Clerk I                                 | 15.01       | ***         |
| 01112       | General Clerk II                                | 16.38       | ***         |
| 01113       | General Clerk III                               | 18.38       |             |
| 01120       | Housing Referral Assistant                      | 22.96       |             |
| 01141       | Messenger Courier                               | 15.05       | ***         |
| 01191       | Order Clerk I                                   | 17.31       | ***         |
| 01192       | Order Clerk II                                  | 18.89       |             |
| 01261       | Personnel Assistant (Employment) I              | 18.84       |             |
| 01262       | Personnel Assistant (Employment) II             | 21.07       |             |
| 01263       | Personnel Assistant (Employment) III            | 23.50       |             |
| 01270       | Production Control Clerk                        | 22.64       |             |
| 01290       | Rental Clerk                                    | 17.58       | ***         |
| 01300       | Scheduler, Maintenance                          | 18.41       |             |
| 01311       | Secretary I                                     | 18.41       |             |
| 01312       | Secretary II                                    | 20.59       |             |
| 01313       | Secretary III                                   | 22.96       |             |
| 01320       | Service Order Dispatcher                        | 18.44       |             |
| 01410       | Supply Technician                               | 29.73       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01420       | Survey Worker                                | 17.82       |             |
| 01460       | Switchboard Operator/Receptionist            | 16.23       | ***         |
| 01531       | Travel Clerk I                               | 16.08       | ***         |
| 01532       | Travel Clerk II                              | 17.17       | ***         |
| 01533       | Travel Clerk III                             | 18.17       |             |
| 01611       | Word Processor I                             | 16.41       | ***         |
| 01612       | Word Processor II                            | 18.41       |             |
| 01613       | Word Processor III                           | 20.59       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 24.34       |             |
| 05010       | Automotive Electrician                       | 21.16       |             |
| 05040       | Automotive Glass Installer                   | 19.79       |             |
| 05070       | Automotive Worker                            | 19.79       |             |
| 05110       | Mobile Equipment Servicer                    | 17.18       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 22.36       |             |
| 05160       | Motor Equipment Metal Worker                 | 19.79       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.36       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 15.60       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 18.52       |             |
| 05280       | Motor Vehicle Wrecker                        | 19.79       |             |
| 05310       | Painter, Automotive                          | 21.16       |             |
| 05340       | Radiator Repair Specialist                   | 19.79       |             |
| 05370       | Tire Repairer                                | 16.46       | ***         |
| 05400       | Transmission Repair Specialist               | 22.36       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.77       | ***         |
| 07041       | Cook I                                       | 15.76       | ***         |
| 07042       | Cook II                                      | 18.15       |             |
| 07070       | Dishwasher                                   | 13.60       | ***         |
| 07130       | Food Service Worker                          | 14.87       | ***         |
| 07210       | Meat Cutter                                  | 18.14       |             |
| 07260       | Waiter/Waitress                              | 10.25       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.47       |             |
| 09040       | Furniture Handler                            | 12.88       | ***         |
| 09080       | Furniture Refinisher                         | 21.47       |             |
| 09090       | Furniture Refinisher Helper                  | 15.83       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 09110       | Furniture Repairer, Minor                  | 18.80       |             |
| 09130       | Upholsterer                                | 21.47       |             |
| 11000       | General Services And Support Occupations   |             |             |
| 11030       | Cleaner, Vehicles                          | 14.82       | ***         |
| 11060       | Elevator Operator                          | 14.95       | ***         |
| 11090       | Gardener                                   | 22.13       |             |
| 11122       | Housekeeping Aide                          | 14.95       | ***         |
| 11150       | Janitor                                    | 14.95       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 16.35       | ***         |
| 11240       | Maid or Houseman                           | 14.15       | ***         |
| 11260       | Pruner                                     | 14.53       | ***         |
| 11270       | Tractor Operator                           | 20.09       |             |
| 11330       | Trail Maintenance Worker                   | 16.35       | ***         |
| 11360       | Window Cleaner                             | 16.82       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 22.63       |             |
| 12011       | Breath Alcohol Technician                  | 23.73       |             |
| 12012       | Certified Occupational Therapist Assistant | 33.54       |             |
| 12015       | Certified Physical Therapist Assistant     | 32.52       |             |
| 12020       | Dental Assistant                           | 24.11       |             |
| 12025       | Dental Hygienist                           | 40.85       |             |
| 12030       | EKG Technician                             | 34.13       |             |
| 12035       | Electroneurodiagnostic Technologist        | 34.13       |             |
| 12040       | Emergency Medical Technician               | 22.63       |             |
| 12071       | Licensed Practical Nurse I                 | 21.21       |             |
| 12072       | Licensed Practical Nurse II                | 23.73       |             |
| 12073       | Licensed Practical Nurse III               | 26.46       |             |
| 12100       | Medical Assistant                          | 18.85       |             |
| 12130       | Medical Laboratory Technician              | 28.29       |             |
| 12160       | Medical Record Clerk                       | 18.84       |             |
| 12190       | Medical Record Technician                  | 21.08       |             |
| 12195       | Medical Transcriptionist                   | 19.44       |             |
| 12210       | Nuclear Medicine Technologist              | 52.14       |             |
| 12221       | Nursing Assistant I                        | 13.00       | ***         |
| 12222       | Nursing Assistant II                       | 14.63       | ***         |
| 12223       | Nursing Assistant III                      | 15.96       | ***         |
| 12224       | Nursing Assistant IV                       | 17.91       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12235       | Optical Dispenser                                    | 23.37       |             |
| 12236       | Optical Technician                                   | 21.21       |             |
| 12250       | Pharmacy Technician                                  | 17.79       |             |
| 12280       | Phlebotomist                                         | 18.06       |             |
| 12305       | Radiologic Technologist                              | 31.21       |             |
| 12311       | Registered Nurse I                                   | 25.91       |             |
| 12312       | Registered Nurse II                                  | 31.70       |             |
| 12313       | Registered Nurse II, Specialist                      | 31.70       |             |
| 12314       | Registered Nurse III                                 | 38.35       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 38.35       |             |
| 12316       | Registered Nurse IV                                  | 45.97       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 29.39       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.18       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 22.29       |             |
| 13012       | Exhibits Specialist II                               | 27.61       |             |
| 13013       | Exhibits Specialist III                              | 33.77       |             |
| 13041       | Illustrator I                                        | 22.29       |             |
| 13042       | Illustrator II                                       | 27.61       |             |
| 13043       | Illustrator III                                      | 33.77       |             |
| 13047       | Librarian                                            | 30.58       |             |
| 13050       | Library Aide/Clerk                                   | 17.52       | ***         |
| 13054       | Library Information Technology Systems Administrator | 27.61       |             |
| 13058       | Library Technician                                   | 19.24       |             |
| 13061       | Media Specialist I                                   | 19.93       |             |
| 13062       | Media Specialist II                                  | 22.29       |             |
| 13063       | Media Specialist III                                 | 24.84       |             |
| 13071       | Photographer I                                       | 16.14       | ***         |
| 13072       | Photographer II                                      | 18.05       |             |
| 13073       | Photographer III                                     | 22.37       |             |
| 13074       | Photographer IV                                      | 27.37       |             |
| 13075       | Photographer V                                       | 33.10       |             |
| 13090       | Technical Order Library Clerk                        | 22.00       |             |
| 13110       | Video Teleconference Technician                      | 23.75       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 19.28       |             |
| 14042       | Computer Operator II                                 | 21.57       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14043       | Computer Operator III                                   | 24.96       |             |
| 14044       | Computer Operator IV                                    | 26.73       |             |
| 14045       | Computer Operator V                                     | 29.60       |             |
| 14071       | Computer Programmer I                                   | 25.27       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 19.58       |             |
| 14160       | Personal Computer Support Technician                    | 26.73       |             |
| 14170       | System Support Specialist                               | 32.14       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 30.58       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 36.99       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 44.10       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 30.58       |             |
| 15060       | Educational Technologist                                | 33.42       |             |
| 15070       | Flight Instructor (Pilot)                               | 44.10       |             |
| 15080       | Graphic Artist                                          | 22.77       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 44.10       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 44.10       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 44.10       |             |
| 15090       | Technical Instructor                                    | 24.66       |             |
| 15095       | Technical Instructor/Course Developer                   | 30.17       |             |
| 15110       | Test Proctor                                            | 19.90       |             |
| 15120       | Tutor                                                   | 19.90       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.75       | ***         |
| 16030       | Counter Attendant                                       | 10.75       | ***         |
| 16040       | Dry Cleaner                                             | 13.39       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 10.75       | ***         |
| 16090       | Presser, Hand                                           | 10.75       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 10.75       | ***         |
| 16130       | Presser, Machine, Shirts                                | 10.75       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 10.75       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16190       | Sewing Machine Operator                           | 14.29       | ***         |
| 16220       | Tailor                                            | 15.21       | ***         |
| 16250       | Washer, Machine                                   | 11.61       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 24.70       |             |
| 19040       | Tool And Die Maker                                | 30.32       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 19.83       |             |
| 21030       | Material Coordinator                              | 22.64       |             |
| 21040       | Material Expediter                                | 22.64       |             |
| 21050       | Material Handling Laborer                         | 17.43       | ***         |
| 21071       | Order Filler                                      | 16.62       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 19.83       |             |
| 21110       | Shipping Packer                                   | 18.08       |             |
| 21130       | Shipping/Receiving Clerk                          | 18.08       |             |
| 21140       | Store Worker I                                    | 14.66       | ***         |
| 21150       | Stock Clerk                                       | 20.85       |             |
| 21210       | Tools And Parts Attendant                         | 19.83       |             |
| 21410       | Warehouse Specialist                              | 19.83       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 27.41       |             |
| 23019       | Aircraft Logs and Records Technician              | 21.53       |             |
| 23021       | Aircraft Mechanic I                               | 25.98       |             |
| 23022       | Aircraft Mechanic II                              | 27.41       |             |
| 23023       | Aircraft Mechanic III                             | 28.80       |             |
| 23040       | Aircraft Mechanic Helper                          | 18.13       |             |
| 23050       | Aircraft, Painter                                 | 24.59       |             |
| 23060       | Aircraft Servicer                                 | 21.53       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 24.59       |             |
| 23080       | Aircraft Worker                                   | 23.00       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 23.00       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 25.98       |             |
| 23110       | Appliance Mechanic                                | 22.74       |             |
| 23120       | Bicycle Repairer                                  | 20.06       |             |
| 23125       | Cable Splicer                                     | 36.77       |             |
| 23130       | Carpenter, Maintenance                            | 23.24       |             |
| 23140       | Carpet Layer                                      | 23.11       |             |



| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23160       | Electrician, Maintenance                                               | 24.14       |             |
| 23181       | Electronics Technician Maintenance I                                   | 24.20       |             |
| 23182       | Electronics Technician Maintenance II                                  | 25.87       |             |
| 23183       | Electronics Technician Maintenance III                                 | 27.35       |             |
| 23260       | Fabric Worker                                                          | 21.62       |             |
| 23290       | Fire Alarm System Mechanic                                             | 22.87       |             |
| 23310       | Fire Extinguisher Repairer                                             | 20.06       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 25.09       |             |
| 23312       | Fuel Distribution System Operator                                      | 19.28       |             |
| 23370       | General Maintenance Worker                                             | 19.05       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 25.98       |             |
| 23381       | Ground Support Equipment Servicer                                      | 21.53       |             |
| 23382       | Ground Support Equipment Worker                                        | 23.00       |             |
| 23391       | Gunsmith I                                                             | 20.06       |             |
| 23392       | Gunsmith II                                                            | 23.11       |             |
| 23393       | Gunsmith III                                                           | 26.11       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.67       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.97       |             |
| 23430       | Heavy Equipment Mechanic                                               | 25.44       |             |
| 23440       | Heavy Equipment Operator                                               | 22.90       |             |
| 23460       | Instrument Mechanic                                                    | 26.11       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 24.70       |             |
| 23470       | Laborer                                                                | 17.43       | ***         |
| 23510       | Locksmith                                                              | 24.70       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 28.26       |             |
| 23550       | Machinist, Maintenance                                                 | 25.25       |             |
| 23580       | Maintenance Trades Helper                                              | 17.86       |             |
| 23591       | Metrology Technician I                                                 | 26.11       |             |
| 23592       | Metrology Technician II                                                | 27.54       |             |
| 23593       | Metrology Technician III                                               | 28.94       |             |
| 23640       | Millwright                                                             | 26.70       |             |
| 23710       | Office Appliance Repairer                                              | 21.49       |             |
| 23760       | Painter, Maintenance                                                   | 18.52       |             |
| 23790       | Pipefitter, Maintenance                                                | 24.85       |             |
| 23810       | Plumber, Maintenance                                                   | 23.51       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 26.11       |             |
| 23850       | Rigger                                                                 | 26.11       |             |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23870                                         | Scale Mechanic                                    | 23.11       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 24.19       |             |
| 23910                                         | Small Engine Mechanic                             | 19.80       |             |
| 23931                                         | Telecommunications Mechanic I                     | 28.75       |             |
| 23932                                         | Telecommunications Mechanic II                    | 30.33       |             |
| 23950                                         | Telephone Lineman                                 | 26.82       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 23.00       |             |
| 23965                                         | Well Driller                                      | 24.86       |             |
| 23970                                         | Woodcraft Worker                                  | 26.11       |             |
| 23980                                         | Woodworker                                        | 20.06       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 19.13       |             |
| 24570                                         | Child Care Attendant                              | 13.48       | ***         |
| 24580                                         | Child Care Center Clerk                           | 16.80       | ***         |
| 24610                                         | Chore Aide                                        | 13.52       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 19.13       |             |
| 24630                                         | Homemaker                                         | 19.13       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 25.94       |             |
| 25040                                         | Sewage Plant Operator                             | 24.54       |             |
| 25070                                         | Stationary Engineer                               | 25.94       |             |
| 25190                                         | Ventilation Equipment Tender                      | 18.10       |             |
| 25210                                         | Water Treatment Plant Operator                    | 24.54       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 21.33       |             |
| 27007                                         | Baggage Inspector                                 | 16.26       | ***         |
| 27008                                         | Corrections Officer                               | 23.19       |             |
| 27010                                         | Court Security Officer                            | 21.97       |             |
| 27030                                         | Detection Dog Handler                             | 18.19       |             |
| 27040                                         | Detention Officer                                 | 23.19       |             |
| 27070                                         | Firefighter                                       | 20.78       |             |
| 27101                                         | Guard I                                           | 16.26       | ***         |
| 27102                                         | Guard II                                          | 18.19       |             |
| 27131                                         | Police Officer I                                  | 23.19       |             |
| 27132                                         | Police Officer II                                 | 25.77       |             |
| 28000 Recreation Occupations                  |                                                   |             |             |
| 28041                                         | Carnival Equipment Operator                       | 14.62       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28042       | Carnival Equipment Repairer                    | 16.10 ***        |
| 28043       | Carnival Worker                                | 10.57 ***        |
| 28210       | Gate Attendant/Gate Tender                     | 18.19            |
| 28310       | Lifeguard                                      | 13.52 ***        |
| 28350       | Park Attendant (Aide)                          | 20.34            |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.85 ***        |
| 28515       | Recreation Specialist                          | 25.19            |
| 28630       | Sports Official                                | 16.20 ***        |
| 28690       | Swimming Pool Operator                         | 18.94            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 24.20            |
| 29020       | Hatch Tender                                   | 24.20            |
| 29030       | Line Handler                                   | 24.20            |
| 29041       | Stevedore I                                    | 22.65            |
| 29042       | Stevedore II                                   | 25.87            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99            |
| 30021       | Archeological Technician I                     | 19.42            |
| 30022       | Archeological Technician II                    | 21.72            |
| 30023       | Archeological Technician III                   | 26.91            |
| 30030       | Cartographic Technician                        | 26.91            |
| 30040       | Civil Engineering Technician                   | 30.21            |
| 30051       | Cryogenic Technician I                         | 29.80            |
| 30052       | Cryogenic Technician II                        | 32.90            |
| 30061       | Drafter/CAD Operator I                         | 19.42            |
| 30062       | Drafter/CAD Operator II                        | 21.72            |
| 30063       | Drafter/CAD Operator III                       | 24.21            |
| 30064       | Drafter/CAD Operator IV                        | 29.80            |
| 30081       | Engineering Technician I                       | 16.02 ***        |
| 30082       | Engineering Technician II                      | 17.98            |
| 30083       | Engineering Technician III                     | 20.11            |
| 30084       | Engineering Technician IV                      | 24.91            |
| 30085       | Engineering Technician V                       | 30.46            |
| 30086       | Engineering Technician VI                      | 36.85            |
| 30090       | Environmental Technician                       | 25.95            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30095       | Evidence Control Specialist                              | 26.91       |             |
| 30210       | Laboratory Technician                                    | 24.29       |             |
| 30221       | Latent Fingerprint Technician I                          | 29.80       |             |
| 30222       | Latent Fingerprint Technician II                         | 32.90       |             |
| 30240       | Mathematical Technician                                  | 26.91       |             |
| 30361       | Paralegal/Legal Assistant I                              | 22.49       |             |
| 30362       | Paralegal/Legal Assistant II                             | 27.86       |             |
| 30363       | Paralegal/Legal Assistant III                            | 34.07       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 41.22       |             |
| 30375       | Petroleum Supply Specialist                              | 32.90       |             |
| 30390       | Photo-Optics Technician                                  | 26.91       |             |
| 30395       | Radiation Control Technician                             | 32.90       |             |
| 30461       | Technical Writer I                                       | 28.55       |             |
| 30462       | Technical Writer II                                      | 34.90       |             |
| 30463       | Technical Writer III                                     | 42.23       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28       |             |
| 30501       | Weather Forecaster I                                     | 29.80       |             |
| 30502       | Weather Forecaster II                                    | 36.25       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.21       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.91       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 13.05       | ***         |
| 31030       | Bus Driver                                               | 19.05       |             |
| 31043       | Driver Courier                                           | 16.32       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.06       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.93       | ***         |
| 31310       | Taxi Driver                                              | 11.61       | ***         |
| 31361       | Truckdriver, Light                                       | 17.98       |             |
| 31362       | Truckdriver, Medium                                      | 19.38       |             |
| 31363       | Truckdriver, Heavy                                       | 23.28       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.28       |             |
| 99000       | Miscellaneous Occupations                                |             |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99020       | Cabin Safety Specialist         | 17.27       | ***         |
| 99030       | Cashier                         | 13.23       | ***         |
| 99050       | Desk Clerk                      | 14.51       | ***         |
| 99095       | Embalmer                        | 29.28       |             |
| 99130       | Flight Follower                 | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.64       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.34       |             |
| 99260       | Marketing Analyst               | 27.84       |             |
| 99310       | Mortician                       | 29.28       |             |
| 99410       | Pest Controller                 | 17.52       | ***         |
| 99510       | Photofinishing Worker           | 15.39       | ***         |
| 99710       | Recycling Laborer               | 22.25       |             |
| 99711       | Recycling Specialist            | 27.36       |             |
| 99730       | Refuse Collector                | 19.79       |             |
| 99810       | Sales Clerk                     | 14.19       | ***         |
| 99820       | School Crossing Guard           | 16.61       | ***         |
| 99830       | Survey Party Chief              | 29.18       |             |
| 99831       | Surveying Aide                  | 17.28       | ***         |
| 99832       | Surveying Technician            | 23.67       |             |
| 99840       | Vending Machine Attendant       | 18.36       |             |
| 99841       | Vending Machine Repairer        | 23.30       |             |
| 99842       | Vending Machine Repairer Helper | 18.36       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5893**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/29/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Carolina

Area: North Carolina Counties of Bladen, Columbus, Harnett, Robeson, Sampson, Scotland

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

## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 16.80 | ***  |
| 01012 | Accounting Clerk II                             | 18.85 |      |
| 01013 | Accounting Clerk III                            | 21.08 |      |
| 01020 | Administrative Assistant                        | 26.85 |      |
| 01035 | Court Reporter                                  | 21.03 |      |
| 01041 | Customer Service Representative I               | 15.59 | ***  |
| 01042 | Customer Service Representative II              | 17.01 | ***  |
| 01043 | Customer Service Representative III             | 19.09 |      |
| 01051 | Data Entry Operator I                           | 15.11 | ***  |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01052       | Data Entry Operator II               | 16.49       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 21.34       |             |
| 01070       | Document Preparation Clerk           | 16.75       | ***         |
| 01090       | Duplicating Machine Operator         | 16.75       | ***         |
| 01111       | General Clerk I                      | 15.05       | ***         |
| 01112       | General Clerk II                     | 16.43       | ***         |
| 01113       | General Clerk III                    | 18.44       |             |
| 01120       | Housing Referral Assistant           | 23.44       |             |
| 01141       | Messenger Courier                    | 13.91       | ***         |
| 01191       | Order Clerk I                        | 15.94       | ***         |
| 01192       | Order Clerk II                       | 17.39       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 19.18       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.45       |             |
| 01263       | Personnel Assistant (Employment) III | 23.91       |             |
| 01270       | Production Control Clerk             | 23.05       |             |
| 01290       | Rental Clerk                         | 17.75       |             |
| 01300       | Scheduler, Maintenance               | 18.80       |             |
| 01311       | Secretary I                          | 18.80       |             |
| 01312       | Secretary II                         | 21.03       |             |
| 01313       | Secretary III                        | 23.44       |             |
| 01320       | Service Order Dispatcher             | 19.08       |             |
| 01410       | Supply Technician                    | 26.85       |             |
| 01420       | Survey Worker                        | 17.94       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.10       | ***         |
| 01531       | Travel Clerk I                       | 17.91       |             |
| 01532       | Travel Clerk II                      | 19.21       |             |
| 01533       | Travel Clerk III                     | 20.41       |             |
| 01611       | Word Processor I                     | 16.75       | ***         |
| 01612       | Word Processor II                    | 18.80       |             |
| 01613       | Word Processor III                   | 21.03       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.78       |             |
| 05010       | Automotive Electrician               | 19.33       |             |
| 05040       | Automotive Glass Installer           | 17.76       |             |
| 05070       | Automotive Worker                    | 17.76       |             |
| 05110       | Mobile Equipment Servicer            | 15.82       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 19.71       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05160       | Motor Equipment Metal Worker                 | 17.76       |             |
| 05190       | Motor Vehicle Mechanic                       | 19.71       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 14.83       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 16.17       | ***         |
| 05280       | Motor Vehicle Wrecker                        | 17.76       |             |
| 05310       | Painter, Automotive                          | 18.99       |             |
| 05340       | Radiator Repair Specialist                   | 17.76       |             |
| 05370       | Tire Repairer                                | 15.24       | ***         |
| 05400       | Transmission Repair Specialist               | 19.71       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.43       | ***         |
| 07041       | Cook I                                       | 14.59       | ***         |
| 07042       | Cook II                                      | 16.59       | ***         |
| 07070       | Dishwasher                                   | 12.22       | ***         |
| 07130       | Food Service Worker                          | 12.68       | ***         |
| 07210       | Meat Cutter                                  | 17.20       | ***         |
| 07260       | Waiter/Waitress                              | 10.57       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.68       |             |
| 09040       | Furniture Handler                            | 12.52       | ***         |
| 09080       | Furniture Refinisher                         | 19.57       |             |
| 09090       | Furniture Refinisher Helper                  | 14.99       | ***         |
| 09110       | Furniture Repairer, Minor                    | 17.34       | ***         |
| 09130       | Upholsterer                                  | 18.66       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.09       | ***         |
| 11060       | Elevator Operator                            | 14.67       | ***         |
| 11090       | Gardener                                     | 21.95       |             |
| 11122       | Housekeeping Aide                            | 14.67       | ***         |
| 11150       | Janitor                                      | 14.67       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.95       | ***         |
| 11240       | Maid or Houseman                             | 13.54       | ***         |
| 11260       | Pruner                                       | 15.28       | ***         |
| 11270       | Tractor Operator                             | 20.30       |             |
| 11330       | Trail Maintenance Worker                     | 16.95       | ***         |
| 11360       | Window Cleaner                               | 16.18       | ***         |
| 12000       | Health Occupations                           |             |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 12010       | Ambulance Driver                           | 17.55       | ***         |
| 12011       | Breath Alcohol Technician                  | 25.15       |             |
| 12012       | Certified Occupational Therapist Assistant | 31.89       |             |
| 12015       | Certified Physical Therapist Assistant     | 31.51       |             |
| 12020       | Dental Assistant                           | 22.21       |             |
| 12025       | Dental Hygienist                           | 40.32       |             |
| 12030       | EKG Technician                             | 32.54       |             |
| 12035       | Electroneurodiagnostic Technologist        | 32.54       |             |
| 12040       | Emergency Medical Technician               | 17.55       | ***         |
| 12071       | Licensed Practical Nurse I                 | 22.47       |             |
| 12072       | Licensed Practical Nurse II                | 25.15       |             |
| 12073       | Licensed Practical Nurse III               | 28.04       |             |
| 12100       | Medical Assistant                          | 17.72       | ***         |
| 12130       | Medical Laboratory Technician              | 25.65       |             |
| 12160       | Medical Record Clerk                       | 19.03       |             |
| 12190       | Medical Record Technician                  | 21.29       |             |
| 12195       | Medical Transcriptionist                   | 18.62       |             |
| 12210       | Nuclear Medicine Technologist              | 55.25       |             |
| 12221       | Nursing Assistant I                        | 13.93       | ***         |
| 12222       | Nursing Assistant II                       | 15.67       | ***         |
| 12223       | Nursing Assistant III                      | 17.10       | ***         |
| 12224       | Nursing Assistant IV                       | 19.19       |             |
| 12235       | Optical Dispenser                          | 23.02       |             |
| 12236       | Optical Technician                         | 22.47       |             |
| 12250       | Pharmacy Technician                        | 17.88       |             |
| 12280       | Phlebotomist                               | 16.92       | ***         |
| 12305       | Radiologic Technologist                    | 30.10       |             |
| 12311       | Registered Nurse I                         | 26.65       |             |
| 12312       | Registered Nurse II                        | 32.59       |             |
| 12313       | Registered Nurse II, Specialist            | 32.59       |             |
| 12314       | Registered Nurse III                       | 39.43       |             |
| 12315       | Registered Nurse III, Anesthetist          | 39.43       |             |
| 12316       | Registered Nurse IV                        | 47.27       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 31.15       |             |
| 12320       | Substance Abuse Treatment Counselor        | 24.76       |             |
| 13000       | Information And Arts Occupations           |             |             |
| 13011       | Exhibits Specialist I                      | 20.54       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13012       | Exhibits Specialist II                               | 25.43       |             |
| 13013       | Exhibits Specialist III                              | 31.12       |             |
| 13041       | Illustrator I                                        | 20.54       |             |
| 13042       | Illustrator II                                       | 25.43       |             |
| 13043       | Illustrator III                                      | 31.12       |             |
| 13047       | Librarian                                            | 28.17       |             |
| 13050       | Library Aide/Clerk                                   | 14.75       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.43       |             |
| 13058       | Library Technician                                   | 18.65       |             |
| 13061       | Media Specialist I                                   | 18.35       |             |
| 13062       | Media Specialist II                                  | 20.54       |             |
| 13063       | Media Specialist III                                 | 22.88       |             |
| 13071       | Photographer I                                       | 18.35       |             |
| 13072       | Photographer II                                      | 20.54       |             |
| 13073       | Photographer III                                     | 25.43       |             |
| 13074       | Photographer IV                                      | 31.12       |             |
| 13075       | Photographer V                                       | 37.64       |             |
| 13090       | Technical Order Library Clerk                        | 18.52       |             |
| 13110       | Video Teleconference Technician                      | 18.35       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.39       |             |
| 14042       | Computer Operator II                                 | 20.57       |             |
| 14043       | Computer Operator III                                | 22.94       |             |
| 14044       | Computer Operator IV                                 | 25.48       |             |
| 14045       | Computer Operator V                                  | 28.22       |             |
| 14071       | Computer Programmer I                                | 23.89       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.39       |             |
| 14160       | Personal Computer Support Technician                 | 25.48       |             |
| 14170       | System Support Specialist                            | 28.22       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 32.92       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15020       | Aircrew Training Devices Instructor (Rated)             | 39.82       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 47.73       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.92       |             |
| 15060       | Educational Technologist                                | 28.07       |             |
| 15070       | Flight Instructor (Pilot)                               | 47.73       |             |
| 15080       | Graphic Artist                                          | 23.06       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 47.73       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 47.73       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 47.73       |             |
| 15090       | Technical Instructor                                    | 20.46       |             |
| 15095       | Technical Instructor/Course Developer                   | 25.02       |             |
| 15110       | Test Proctor                                            | 16.52       | ***         |
| 15120       | Tutor                                                   | 16.52       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.13       | ***         |
| 16030       | Counter Attendant                                       | 11.13       | ***         |
| 16040       | Dry Cleaner                                             | 13.62       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.13       | ***         |
| 16090       | Presser, Hand                                           | 11.13       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.13       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.13       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.13       | ***         |
| 16190       | Sewing Machine Operator                                 | 14.50       | ***         |
| 16220       | Tailor                                                  | 15.37       | ***         |
| 16250       | Washer, Machine                                         | 11.95       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.03       |             |
| 19040       | Tool And Die Maker                                      | 29.36       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.17       |             |
| 21030       | Material Coordinator                                    | 23.05       |             |
| 21040       | Material Expediter                                      | 23.05       |             |
| 21050       | Material Handling Laborer                               | 16.76       | ***         |
| 21071       | Order Filler                                            | 15.88       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.17       |             |
| 21110       | Shipping Packer                                         | 19.07       |             |
| 21130       | Shipping/Receiving Clerk                                | 19.07       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21140       | Store Worker I                                    | 14.39 ***        |
| 21150       | Stock Clerk                                       | 19.77            |
| 21210       | Tools And Parts Attendant                         | 19.17            |
| 21410       | Warehouse Specialist                              | 19.17            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 36.08            |
| 23019       | Aircraft Logs and Records Technician              | 28.78            |
| 23021       | Aircraft Mechanic I                               | 34.29            |
| 23022       | Aircraft Mechanic II                              | 36.08            |
| 23023       | Aircraft Mechanic III                             | 37.83            |
| 23040       | Aircraft Mechanic Helper                          | 24.88            |
| 23050       | Aircraft, Painter                                 | 32.47            |
| 23060       | Aircraft Servicer                                 | 28.78            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 32.47            |
| 23080       | Aircraft Worker                                   | 30.60            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 30.60            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 34.29            |
| 23110       | Appliance Mechanic                                | 22.66            |
| 23120       | Bicycle Repairer                                  | 20.78            |
| 23125       | Cable Splicer                                     | 34.32            |
| 23130       | Carpenter, Maintenance                            | 20.00            |
| 23140       | Carpet Layer                                      | 23.64            |
| 23160       | Electrician, Maintenance                          | 24.56            |
| 23181       | Electronics Technician Maintenance I              | 34.11            |
| 23182       | Electronics Technician Maintenance II             | 36.25            |
| 23183       | Electronics Technician Maintenance III            | 38.34            |
| 23260       | Fabric Worker                                     | 22.23            |
| 23290       | Fire Alarm System Mechanic                        | 25.50            |
| 23310       | Fire Extinguisher Repairer                        | 20.78            |
| 23311       | Fuel Distribution System Mechanic                 | 23.88            |
| 23312       | Fuel Distribution System Operator                 | 18.60            |
| 23370       | General Maintenance Worker                        | 20.83            |
| 23380       | Ground Support Equipment Mechanic                 | 34.29            |
| 23381       | Ground Support Equipment Servicer                 | 28.78            |
| 23382       | Ground Support Equipment Worker                   | 30.60            |
| 23391       | Gunsmith I                                        | 20.78            |
| 23392       | Gunsmith II                                       | 23.64            |



| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23393       | Gunsmith III                                                           | 26.49            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.43            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.66            |
| 23430       | Heavy Equipment Mechanic                                               | 26.45            |
| 23440       | Heavy Equipment Operator                                               | 22.47            |
| 23460       | Instrument Mechanic                                                    | 26.49            |
| 23465       | Laboratory/Shelter Mechanic                                            | 25.09            |
| 23470       | Laborer                                                                | 16.76 ***        |
| 23510       | Locksmith                                                              | 25.09            |
| 23530       | Machinery Maintenance Mechanic                                         | 28.68            |
| 23550       | Machinist, Maintenance                                                 | 24.55            |
| 23580       | Maintenance Trades Helper                                              | 16.58 ***        |
| 23591       | Metrology Technician I                                                 | 26.49            |
| 23592       | Metrology Technician II                                                | 27.87            |
| 23593       | Metrology Technician III                                               | 29.22            |
| 23640       | Millwright                                                             | 31.42            |
| 23710       | Office Appliance Repairer                                              | 21.13            |
| 23760       | Painter, Maintenance                                                   | 19.73            |
| 23790       | Pipefitter, Maintenance                                                | 23.94            |
| 23810       | Plumber, Maintenance                                                   | 22.63            |
| 23820       | Pneudraulic Systems Mechanic                                           | 26.49            |
| 23850       | Rigger                                                                 | 26.49            |
| 23870       | Scale Mechanic                                                         | 23.64            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 24.44            |
| 23910       | Small Engine Mechanic                                                  | 20.00            |
| 23931       | Telecommunications Mechanic I                                          | 30.04            |
| 23932       | Telecommunications Mechanic II                                         | 31.65            |
| 23950       | Telephone Lineman                                                      | 26.12            |
| 23960       | Welder, Combination, Maintenance                                       | 24.17            |
| 23965       | Well Driller                                                           | 26.49            |
| 23970       | Woodcraft Worker                                                       | 26.49            |
| 23980       | Woodworker                                                             | 20.78            |
| 24000       | Personal Needs Occupations                                             |                  |
| 24550       | Case Manager                                                           | 19.59            |
| 24570       | Child Care Attendant                                                   | 13.44 ***        |
| 24580       | Child Care Center Clerk                                                | 16.77 ***        |
| 24610       | Chore Aide                                                             | 13.42 ***        |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 24620       | Family Readiness And Support Services Coordinator | 19.59       |             |
| 24630       | Homemaker                                         | 19.59       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 23.71       |             |
| 25040       | Sewage Plant Operator                             | 22.45       |             |
| 25070       | Stationary Engineer                               | 23.71       |             |
| 25190       | Ventilation Equipment Tender                      | 17.20       | ***         |
| 25210       | Water Treatment Plant Operator                    | 22.45       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 19.36       |             |
| 27007       | Baggage Inspector                                 | 16.37       | ***         |
| 27008       | Corrections Officer                               | 21.98       |             |
| 27010       | Court Security Officer                            | 21.09       |             |
| 27030       | Detection Dog Handler                             | 18.30       |             |
| 27040       | Detention Officer                                 | 21.98       |             |
| 27070       | Firefighter                                       | 17.14       | ***         |
| 27101       | Guard I                                           | 16.37       | ***         |
| 27102       | Guard II                                          | 18.30       |             |
| 27131       | Police Officer I                                  | 23.68       |             |
| 27132       | Police Officer II                                 | 26.32       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 13.84       | ***         |
| 28042       | Carnival Equipment Repairer                       | 14.97       | ***         |
| 28043       | Carnival Worker                                   | 10.42       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 19.14       |             |
| 28310       | Lifeguard                                         | 12.47       | ***         |
| 28350       | Park Attendant (Aide)                             | 21.41       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 15.63       | ***         |
| 28515       | Recreation Specialist                             | 26.52       |             |
| 28630       | Sports Official                                   | 17.05       | ***         |
| 28690       | Swimming Pool Operator                            | 18.94       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services    |             |             |
| 29010       | Blocker And Bracer                                | 31.85       |             |
| 29020       | Hatch Tender                                      | 31.85       |             |
| 29030       | Line Handler                                      | 31.85       |             |
| 29041       | Stevedore I                                       | 29.90       |             |
| 29042       | Stevedore II                                      | 33.85       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.11            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.18            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.53            |
| 30021       | Archeological Technician I                     | 19.78            |
| 30022       | Archeological Technician II                    | 22.13            |
| 30023       | Archeological Technician III                   | 27.42            |
| 30030       | Cartographic Technician                        | 27.42            |
| 30040       | Civil Engineering Technician                   | 29.12            |
| 30051       | Cryogenic Technician I                         | 30.37            |
| 30052       | Cryogenic Technician II                        | 33.54            |
| 30061       | Drafter/CAD Operator I                         | 19.78            |
| 30062       | Drafter/CAD Operator II                        | 22.13            |
| 30063       | Drafter/CAD Operator III                       | 24.68            |
| 30064       | Drafter/CAD Operator IV                        | 30.37            |
| 30081       | Engineering Technician I                       | 18.92            |
| 30082       | Engineering Technician II                      | 21.25            |
| 30083       | Engineering Technician III                     | 23.78            |
| 30084       | Engineering Technician IV                      | 29.45            |
| 30085       | Engineering Technician V                       | 36.04            |
| 30086       | Engineering Technician VI                      | 43.58            |
| 30090       | Environmental Technician                       | 21.67            |
| 30095       | Evidence Control Specialist                    | 27.42            |
| 30210       | Laboratory Technician                          | 24.79            |
| 30221       | Latent Fingerprint Technician I                | 30.37            |
| 30222       | Latent Fingerprint Technician II               | 33.54            |
| 30240       | Mathematical Technician                        | 27.42            |
| 30361       | Paralegal/Legal Assistant I                    | 22.32            |
| 30362       | Paralegal/Legal Assistant II                   | 27.65            |
| 30363       | Paralegal/Legal Assistant III                  | 33.83            |
| 30364       | Paralegal/Legal Assistant IV                   | 40.92            |
| 30375       | Petroleum Supply Specialist                    | 33.54            |
| 30390       | Photo-Optics Technician                        | 27.42            |
| 30395       | Radiation Control Technician                   | 33.54            |
| 30461       | Technical Writer I                             | 27.42            |
| 30462       | Technical Writer II                            | 33.54            |
| 30463       | Technical Writer III                           | 40.58            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.58       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.00       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.34       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.58       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.58       |             |
| 30501       | Weather Forecaster I                                     | 30.37       |             |
| 30502       | Weather Forecaster II                                    | 36.94       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.68       | see 2       |
| 30621       | Weather Observer, Senior                                 | 27.42       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 37.00       |             |
| 31020       | Bus Aide                                                 | 11.41       | ***         |
| 31030       | Bus Driver                                               | 16.48       | ***         |
| 31043       | Driver Courier                                           | 15.03       | ***         |
| 31260       | Parking and Lot Attendant                                | 14.36       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.49       | ***         |
| 31310       | Taxi Driver                                              | 12.95       | ***         |
| 31361       | Truckdriver, Light                                       | 16.31       | ***         |
| 31362       | Truckdriver, Medium                                      | 17.49       | ***         |
| 31363       | Truckdriver, Heavy                                       | 22.99       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 22.99       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 18.04       |             |
| 99030       | Cashier                                                  | 12.23       | ***         |
| 99050       | Desk Clerk                                               | 13.32       | ***         |
| 99095       | Embalmer                                                 | 35.83       |             |
| 99130       | Flight Follower                                          | 30.58       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.99       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 18.38       |             |
| 99260       | Marketing Analyst                                        | 30.10       |             |
| 99310       | Mortician                                                | 35.83       |             |
| 99410       | Pest Controller                                          | 18.05       |             |
| 99510       | Photofinishing Worker                                    | 16.07       | ***         |
| 99710       | Recycling Laborer                                        | 15.80       | ***         |
| 99711       | Recycling Specialist                                     | 18.92       |             |
| 99730       | Refuse Collector                                         | 14.34       | ***         |
| 99810       | Sales Clerk                                              | 13.98       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99820       | School Crossing Guard           | 15.80       | ***         |
| 99830       | Survey Party Chief              | 27.63       |             |
| 99831       | Surveying Aide                  | 16.35       | ***         |
| 99832       | Surveying Technician            | 22.41       |             |
| 99840       | Vending Machine Attendant       | 19.92       |             |
| 99841       | Vending Machine Repairer        | 24.67       |             |
| 99842       | Vending Machine Repairer Helper | 19.92       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5895**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/29/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Carolina

Area: North Carolina County of Warren

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.26       | ***         |
| 01012       | Accounting Clerk II                             | 18.26       |             |
| 01013       | Accounting Clerk III                            | 20.42       |             |
| 01020       | Administrative Assistant                        | 27.61       |             |
| 01035       | Court Reporter                                  | 21.03       |             |
| 01041       | Customer Service Representative I               | 15.33       | ***         |
| 01042       | Customer Service Representative II              | 16.73       | ***         |
| 01043       | Customer Service Representative III             | 18.78       |             |
| 01051       | Data Entry Operator I                           | 15.16       | ***         |
| 01052       | Data Entry Operator II                          | 16.54       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 20.65       |             |
| 01070       | Document Preparation Clerk                      | 16.75       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.75       | ***         |
| 01111       | General Clerk I                                 | 15.27       | ***         |
| 01112       | General Clerk II                                | 16.66       | ***         |
| 01113       | General Clerk III                               | 18.70       |             |
| 01120       | Housing Referral Assistant                      | 23.44       |             |
| 01141       | Messenger Courier                               | 15.05       | ***         |
| 01191       | Order Clerk I                                   | 16.36       | ***         |
| 01192       | Order Clerk II                                  | 17.85       |             |
| 01261       | Personnel Assistant (Employment) I              | 19.18       |             |
| 01262       | Personnel Assistant (Employment) II             | 21.45       |             |
| 01263       | Personnel Assistant (Employment) III            | 23.91       |             |
| 01270       | Production Control Clerk                        | 26.00       |             |
| 01290       | Rental Clerk                                    | 17.95       |             |
| 01300       | Scheduler, Maintenance                          | 18.80       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 18.80       |             |
| 01312       | Secretary II                             | 21.03       |             |
| 01313       | Secretary III                            | 23.44       |             |
| 01320       | Service Order Dispatcher                 | 18.46       |             |
| 01410       | Supply Technician                        | 27.61       |             |
| 01420       | Survey Worker                            | 17.94       |             |
| 01460       | Switchboard Operator/Receptionist        | 15.10       | ***         |
| 01531       | Travel Clerk I                           | 15.57       | ***         |
| 01532       | Travel Clerk II                          | 16.42       | ***         |
| 01533       | Travel Clerk III                         | 17.28       | ***         |
| 01611       | Word Processor I                         | 16.75       | ***         |
| 01612       | Word Processor II                        | 18.80       |             |
| 01613       | Word Processor III                       | 21.03       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 22.78       |             |
| 05010       | Automotive Electrician                   | 19.91       |             |
| 05040       | Automotive Glass Installer               | 18.77       |             |
| 05070       | Automotive Worker                        | 18.77       |             |
| 05110       | Mobile Equipment Servicer                | 16.60       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 21.01       |             |
| 05160       | Motor Equipment Metal Worker             | 18.77       |             |
| 05190       | Motor Vehicle Mechanic                   | 21.01       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 15.31       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 17.67       | ***         |
| 05280       | Motor Vehicle Wrecker                    | 18.77       |             |
| 05310       | Painter, Automotive                      | 19.91       |             |
| 05340       | Radiator Repair Specialist               | 18.77       |             |
| 05370       | Tire Repairer                            | 16.50       | ***         |
| 05400       | Transmission Repair Specialist           | 21.01       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 15.62       | ***         |
| 07041       | Cook I                                   | 14.59       | ***         |
| 07042       | Cook II                                  | 16.59       | ***         |
| 07070       | Dishwasher                               | 13.52       | ***         |
| 07130       | Food Service Worker                      | 12.68       | ***         |
| 07210       | Meat Cutter                              | 17.25       | ***         |
| 07260       | Waiter/Waitress                          | 10.69       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.38       |             |
| 09040       | Furniture Handler                            | 13.95       | ***         |
| 09080       | Furniture Refinisher                         | 21.38       |             |
| 09090       | Furniture Refinisher Helper                  | 16.46       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.00       |             |
| 09130       | Upholsterer                                  | 21.38       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 15.52       | ***         |
| 11060       | Elevator Operator                            | 14.86       | ***         |
| 11090       | Gardener                                     | 20.39       |             |
| 11122       | Housekeeping Aide                            | 14.86       | ***         |
| 11150       | Janitor                                      | 14.86       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 15.94       | ***         |
| 11240       | Maid or Houseman                             | 14.02       | ***         |
| 11260       | Pruner                                       | 14.41       | ***         |
| 11270       | Tractor Operator                             | 18.87       |             |
| 11330       | Trail Maintenance Worker                     | 15.94       | ***         |
| 11360       | Window Cleaner                               | 16.48       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 17.74       | ***         |
| 12011       | Breath Alcohol Technician                    | 25.46       |             |
| 12012       | Certified Occupational Therapist Assistant   | 31.84       |             |
| 12015       | Certified Physical Therapist Assistant       | 32.43       |             |
| 12020       | Dental Assistant                             | 22.63       |             |
| 12025       | Dental Hygienist                             | 40.32       |             |
| 12030       | EKG Technician                               | 35.17       |             |
| 12035       | Electroneurodiagnostic Technologist          | 35.17       |             |
| 12040       | Emergency Medical Technician                 | 17.74       | ***         |
| 12071       | Licensed Practical Nurse I                   | 22.77       |             |
| 12072       | Licensed Practical Nurse II                  | 25.46       |             |
| 12073       | Licensed Practical Nurse III                 | 28.38       |             |
| 12100       | Medical Assistant                            | 17.83       |             |
| 12130       | Medical Laboratory Technician                | 25.65       |             |
| 12160       | Medical Record Clerk                         | 18.16       |             |
| 12190       | Medical Record Technician                    | 20.53       |             |
| 12195       | Medical Transcriptionist                     | 20.75       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 55.96       |             |
| 12221       | Nursing Assistant I                                  | 13.93       | ***         |
| 12222       | Nursing Assistant II                                 | 15.67       | ***         |
| 12223       | Nursing Assistant III                                | 17.10       | ***         |
| 12224       | Nursing Assistant IV                                 | 19.19       |             |
| 12235       | Optical Dispenser                                    | 23.21       |             |
| 12236       | Optical Technician                                   | 22.77       |             |
| 12250       | Pharmacy Technician                                  | 17.96       |             |
| 12280       | Phlebotomist                                         | 17.94       |             |
| 12305       | Radiologic Technologist                              | 31.87       |             |
| 12311       | Registered Nurse I                                   | 25.52       |             |
| 12312       | Registered Nurse II                                  | 31.21       |             |
| 12313       | Registered Nurse II, Specialist                      | 31.21       |             |
| 12314       | Registered Nurse III                                 | 37.76       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 37.76       |             |
| 12316       | Registered Nurse IV                                  | 45.27       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.54       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.76       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 21.44       |             |
| 13012       | Exhibits Specialist II                               | 26.54       |             |
| 13013       | Exhibits Specialist III                              | 32.52       |             |
| 13041       | Illustrator I                                        | 20.41       |             |
| 13042       | Illustrator II                                       | 25.29       |             |
| 13043       | Illustrator III                                      | 30.93       |             |
| 13047       | Librarian                                            | 28.00       |             |
| 13050       | Library Aide/Clerk                                   | 14.75       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.29       |             |
| 13058       | Library Technician                                   | 18.65       |             |
| 13061       | Media Specialist I                                   | 18.24       |             |
| 13062       | Media Specialist II                                  | 20.41       |             |
| 13063       | Media Specialist III                                 | 22.75       |             |
| 13071       | Photographer I                                       | 18.24       |             |
| 13072       | Photographer II                                      | 20.41       |             |
| 13073       | Photographer III                                     | 25.29       |             |
| 13074       | Photographer IV                                      | 30.93       |             |
| 13075       | Photographer V                                       | 37.42       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 18.52       |             |
| 13110       | Video Teleconference Technician                         | 18.81       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 18.26       |             |
| 14042       | Computer Operator II                                    | 20.42       |             |
| 14043       | Computer Operator III                                   | 22.77       |             |
| 14044       | Computer Operator IV                                    | 25.30       |             |
| 14045       | Computer Operator V                                     | 28.02       |             |
| 14071       | Computer Programmer I                                   | 22.71       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 18.26       |             |
| 14160       | Personal Computer Support Technician                    | 27.14       |             |
| 14170       | System Support Specialist                               | 28.02       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 32.08       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.81       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.52       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.08       |             |
| 15060       | Educational Technologist                                | 31.98       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.52       |             |
| 15080       | Graphic Artist                                          | 24.10       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.52       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.52       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.52       |             |
| 15090       | Technical Instructor                                    | 22.97       |             |
| 15095       | Technical Instructor/Course Developer                   | 28.10       |             |
| 15110       | Test Proctor                                            | 18.54       |             |
| 15120       | Tutor                                                   | 18.54       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.69       | ***         |
| 16030       | Counter Attendant                                       | 11.69       | ***         |
| 16040       | Dry Cleaner                                             | 13.76       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 11.69       | ***         |
| 16090       | Presser, Hand                                     | 11.69       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 11.69       | ***         |
| 16130       | Presser, Machine, Shirts                          | 11.69       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 11.69       | ***         |
| 16190       | Sewing Machine Operator                           | 14.45       | ***         |
| 16220       | Tailor                                            | 15.15       | ***         |
| 16250       | Washer, Machine                                   | 12.42       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 26.23       |             |
| 19040       | Tool And Die Maker                                | 31.93       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 19.17       |             |
| 21030       | Material Coordinator                              | 26.00       |             |
| 21040       | Material Expediter                                | 26.00       |             |
| 21050       | Material Handling Laborer                         | 16.76       | ***         |
| 21071       | Order Filler                                      | 15.97       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 19.17       |             |
| 21110       | Shipping Packer                                   | 19.40       |             |
| 21130       | Shipping/Receiving Clerk                          | 19.40       |             |
| 21140       | Store Worker I                                    | 14.60       | ***         |
| 21150       | Stock Clerk                                       | 19.77       |             |
| 21210       | Tools And Parts Attendant                         | 19.17       |             |
| 21410       | Warehouse Specialist                              | 19.17       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 36.08       |             |
| 23019       | Aircraft Logs and Records Technician              | 28.78       |             |
| 23021       | Aircraft Mechanic I                               | 34.29       |             |
| 23022       | Aircraft Mechanic II                              | 36.08       |             |
| 23023       | Aircraft Mechanic III                             | 37.83       |             |
| 23040       | Aircraft Mechanic Helper                          | 24.88       |             |
| 23050       | Aircraft, Painter                                 | 32.47       |             |
| 23060       | Aircraft Servicer                                 | 28.78       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 32.47       |             |
| 23080       | Aircraft Worker                                   | 30.60       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 30.60       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 34.29       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23110       | Appliance Mechanic                                                     | 26.23       |             |
| 23120       | Bicycle Repairer                                                       | 21.81       |             |
| 23125       | Cable Splicer                                                          | 36.65       |             |
| 23130       | Carpenter, Maintenance                                                 | 20.13       |             |
| 23140       | Carpet Layer                                                           | 24.74       |             |
| 23160       | Electrician, Maintenance                                               | 24.21       |             |
| 23181       | Electronics Technician Maintenance I                                   | 36.82       |             |
| 23182       | Electronics Technician Maintenance II                                  | 39.04       |             |
| 23183       | Electronics Technician Maintenance III                                 | 41.20       |             |
| 23260       | Fabric Worker                                                          | 23.29       |             |
| 23290       | Fire Alarm System Mechanic                                             | 27.69       |             |
| 23310       | Fire Extinguisher Repairer                                             | 21.81       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 31.32       |             |
| 23312       | Fuel Distribution System Operator                                      | 25.41       |             |
| 23370       | General Maintenance Worker                                             | 21.19       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 34.29       |             |
| 23381       | Ground Support Equipment Servicer                                      | 28.78       |             |
| 23382       | Ground Support Equipment Worker                                        | 30.60       |             |
| 23391       | Gunsmith I                                                             | 21.81       |             |
| 23392       | Gunsmith II                                                            | 24.74       |             |
| 23393       | Gunsmith III                                                           | 27.69       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.43       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.66       |             |
| 23430       | Heavy Equipment Mechanic                                               | 26.45       |             |
| 23440       | Heavy Equipment Operator                                               | 22.47       |             |
| 23460       | Instrument Mechanic                                                    | 27.69       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 26.23       |             |
| 23470       | Laborer                                                                | 16.76       | ***         |
| 23510       | Locksmith                                                              | 26.23       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 28.64       |             |
| 23550       | Machinist, Maintenance                                                 | 26.41       |             |
| 23580       | Maintenance Trades Helper                                              | 16.93       | ***         |
| 23591       | Metrology Technician I                                                 | 27.69       |             |
| 23592       | Metrology Technician II                                                | 29.15       |             |
| 23593       | Metrology Technician III                                               | 30.55       |             |
| 23640       | Millwright                                                             | 27.57       |             |
| 23710       | Office Appliance Repairer                                              | 26.23       |             |



| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 20.00       |             |
| 23790                                         | Pipefitter, Maintenance                           | 24.36       |             |
| 23810                                         | Plumber, Maintenance                              | 23.08       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 27.69       |             |
| 23850                                         | Rigger                                            | 27.69       |             |
| 23870                                         | Scale Mechanic                                    | 24.74       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 36.12       |             |
| 23910                                         | Small Engine Mechanic                             | 21.85       |             |
| 23931                                         | Telecommunications Mechanic I                     | 29.90       |             |
| 23932                                         | Telecommunications Mechanic II                    | 31.48       |             |
| 23950                                         | Telephone Lineman                                 | 27.69       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 24.17       |             |
| 23965                                         | Well Driller                                      | 27.69       |             |
| 23970                                         | Woodcraft Worker                                  | 27.69       |             |
| 23980                                         | Woodworker                                        | 21.81       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 19.59       |             |
| 24570                                         | Child Care Attendant                              | 13.40       | ***         |
| 24580                                         | Child Care Center Clerk                           | 16.72       | ***         |
| 24610                                         | Chore Aide                                        | 13.20       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 19.59       |             |
| 24630                                         | Homemaker                                         | 19.59       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 25.94       |             |
| 25040                                         | Sewage Plant Operator                             | 22.45       |             |
| 25070                                         | Stationary Engineer                               | 25.94       |             |
| 25190                                         | Ventilation Equipment Tender                      | 18.90       |             |
| 25210                                         | Water Treatment Plant Operator                    | 22.45       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 18.89       |             |
| 27007                                         | Baggage Inspector                                 | 15.97       | ***         |
| 27008                                         | Corrections Officer                               | 21.98       |             |
| 27010                                         | Court Security Officer                            | 21.28       |             |
| 27030                                         | Detection Dog Handler                             | 17.86       |             |
| 27040                                         | Detention Officer                                 | 21.98       |             |
| 27070                                         | Firefighter                                       | 20.15       |             |
| 27101                                         | Guard I                                           | 15.97       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 17.86       |             |
| 27131       | Police Officer I                               | 23.68       |             |
| 27132       | Police Officer II                              | 26.32       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.61       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.79       | ***         |
| 28043       | Carnival Worker                                | 11.16       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 19.23       |             |
| 28310       | Lifeguard                                      | 17.14       | ***         |
| 28350       | Park Attendant (Aide)                          | 21.53       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 15.71       | ***         |
| 28515       | Recreation Specialist                          | 26.65       |             |
| 28630       | Sports Official                                | 17.14       | ***         |
| 28690       | Swimming Pool Operator                         | 17.92       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 27.21       |             |
| 29020       | Hatch Tender                                   | 27.21       |             |
| 29030       | Line Handler                                   | 27.21       |             |
| 29041       | Stevedore I                                    | 25.62       |             |
| 29042       | Stevedore II                                   | 28.85       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.11       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.18       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.53       |             |
| 30021       | Archeological Technician I                     | 19.19       |             |
| 30022       | Archeological Technician II                    | 21.97       |             |
| 30023       | Archeological Technician III                   | 26.59       |             |
| 30030       | Cartographic Technician                        | 26.59       |             |
| 30040       | Civil Engineering Technician                   | 29.12       |             |
| 30051       | Cryogenic Technician I                         | 23.36       |             |
| 30052       | Cryogenic Technician II                        | 25.81       |             |
| 30061       | Drafter/CAD Operator I                         | 19.19       |             |
| 30062       | Drafter/CAD Operator II                        | 21.47       |             |
| 30063       | Drafter/CAD Operator III                       | 23.92       |             |
| 30064       | Drafter/CAD Operator IV                        | 29.45       |             |
| 30081       | Engineering Technician I                       | 18.49       |             |
| 30082       | Engineering Technician II                      | 20.77       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30083       | Engineering Technician III                               | 22.03       |             |
| 30084       | Engineering Technician IV                                | 28.53       |             |
| 30085       | Engineering Technician V                                 | 33.75       |             |
| 30086       | Engineering Technician VI                                | 40.82       |             |
| 30090       | Environmental Technician                                 | 21.67       |             |
| 30095       | Evidence Control Specialist                              | 21.10       |             |
| 30210       | Laboratory Technician                                    | 22.21       |             |
| 30221       | Latent Fingerprint Technician I                          | 23.36       |             |
| 30222       | Latent Fingerprint Technician II                         | 25.81       |             |
| 30240       | Mathematical Technician                                  | 26.59       |             |
| 30361       | Paralegal/Legal Assistant I                              | 23.00       |             |
| 30362       | Paralegal/Legal Assistant II                             | 28.49       |             |
| 30363       | Paralegal/Legal Assistant III                            | 34.84       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 42.16       |             |
| 30375       | Petroleum Supply Specialist                              | 25.81       |             |
| 30390       | Photo-Optics Technician                                  | 26.59       |             |
| 30395       | Radiation Control Technician                             | 25.81       |             |
| 30461       | Technical Writer I                                       | 26.59       |             |
| 30462       | Technical Writer II                                      | 32.52       |             |
| 30463       | Technical Writer III                                     | 39.34       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.58       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.00       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.34       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.58       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.58       |             |
| 30501       | Weather Forecaster I                                     | 29.45       |             |
| 30502       | Weather Forecaster II                                    | 35.82       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.92       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.59       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 37.00       |             |
| 31020       | Bus Aide                                                 | 12.62       | ***         |
| 31030       | Bus Driver                                               | 17.24       | ***         |
| 31043       | Driver Courier                                           | 14.94       | ***         |
| 31260       | Parking and Lot Attendant                                | 11.41       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.49       | ***         |
| 31310       | Taxi Driver                                              | 14.26       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 16.15       | ***         |
| 31362       | Truckdriver, Medium             | 17.89       |             |
| 31363       | Truckdriver, Heavy              | 22.99       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 22.99       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 18.04       |             |
| 99030       | Cashier                         | 12.54       | ***         |
| 99050       | Desk Clerk                      | 13.66       | ***         |
| 99095       | Embalmer                        | 36.45       |             |
| 99130       | Flight Follower                 | 30.58       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.85       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.22       |             |
| 99260       | Marketing Analyst               | 28.65       |             |
| 99310       | Mortician                       | 36.45       |             |
| 99410       | Pest Controller                 | 18.32       |             |
| 99510       | Photofinishing Worker           | 16.07       | ***         |
| 99710       | Recycling Laborer               | 15.60       | ***         |
| 99711       | Recycling Specialist            | 18.68       |             |
| 99730       | Refuse Collector                | 14.07       | ***         |
| 99810       | Sales Clerk                     | 14.40       | ***         |
| 99820       | School Crossing Guard           | 16.13       | ***         |
| 99830       | Survey Party Chief              | 25.68       |             |
| 99831       | Surveying Aide                  | 12.78       | ***         |
| 99832       | Surveying Technician            | 25.32       |             |
| 99840       | Vending Machine Attendant       | 21.54       |             |
| 99841       | Vending Machine Repairer        | 26.50       |             |
| 99842       | Vending Machine Repairer Helper | 21.54       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5897**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210



Revision No. : 1

Date Of Last Revision : 04/29/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Carolina

Area: North Carolina County of Stanly

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 16.69 *** |
| 01012 | Accounting Clerk II                             | 18.75     |
| 01013 | Accounting Clerk III                            | 20.97     |
| 01020 | Administrative Assistant                        | 29.35     |
| 01035 | Court Reporter                                  | 21.03     |
| 01041 | Customer Service Representative I               | 15.33 *** |
| 01042 | Customer Service Representative II              | 16.73 *** |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01043       | Customer Service Representative III  | 18.78       |             |
| 01051       | Data Entry Operator I                | 15.11       | ***         |
| 01052       | Data Entry Operator II               | 16.49       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 21.45       |             |
| 01070       | Document Preparation Clerk           | 16.75       | ***         |
| 01090       | Duplicating Machine Operator         | 16.75       | ***         |
| 01111       | General Clerk I                      | 15.05       | ***         |
| 01112       | General Clerk II                     | 16.43       | ***         |
| 01113       | General Clerk III                    | 18.44       |             |
| 01120       | Housing Referral Assistant           | 23.44       |             |
| 01141       | Messenger Courier                    | 13.86       | ***         |
| 01191       | Order Clerk I                        | 17.79       |             |
| 01192       | Order Clerk II                       | 19.40       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.18       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.45       |             |
| 01263       | Personnel Assistant (Employment) III | 23.91       |             |
| 01270       | Production Control Clerk             | 23.16       |             |
| 01290       | Rental Clerk                         | 17.75       |             |
| 01300       | Scheduler, Maintenance               | 18.80       |             |
| 01311       | Secretary I                          | 18.80       |             |
| 01312       | Secretary II                         | 21.03       |             |
| 01313       | Secretary III                        | 23.44       |             |
| 01320       | Service Order Dispatcher             | 19.18       |             |
| 01410       | Supply Technician                    | 29.35       |             |
| 01420       | Survey Worker                        | 18.35       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.26       | ***         |
| 01531       | Travel Clerk I                       | 15.74       | ***         |
| 01532       | Travel Clerk II                      | 16.83       | ***         |
| 01533       | Travel Clerk III                     | 17.82       |             |
| 01611       | Word Processor I                     | 16.75       | ***         |
| 01612       | Word Processor II                    | 18.80       |             |
| 01613       | Word Processor III                   | 21.03       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.91       |             |
| 05010       | Automotive Electrician               | 20.99       |             |
| 05040       | Automotive Glass Installer           | 19.38       |             |
| 05070       | Automotive Worker                    | 19.87       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05110       | Mobile Equipment Servicer                    | 17.29       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 22.06       |             |
| 05160       | Motor Equipment Metal Worker                 | 19.87       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.06       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.29       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 18.92       |             |
| 05280       | Motor Vehicle Wrecker                        | 19.87       |             |
| 05310       | Painter, Automotive                          | 20.99       |             |
| 05340       | Radiator Repair Specialist                   | 19.87       |             |
| 05370       | Tire Repairer                                | 15.48       | ***         |
| 05400       | Transmission Repair Specialist               | 22.06       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.53       | ***         |
| 07041       | Cook I                                       | 14.59       | ***         |
| 07042       | Cook II                                      | 16.59       | ***         |
| 07070       | Dishwasher                                   | 13.64       | ***         |
| 07130       | Food Service Worker                          | 12.68       | ***         |
| 07210       | Meat Cutter                                  | 17.20       | ***         |
| 07260       | Waiter/Waitress                              | 10.96       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.95       |             |
| 09040       | Furniture Handler                            | 12.52       | ***         |
| 09080       | Furniture Refinisher                         | 19.26       |             |
| 09090       | Furniture Refinisher Helper                  | 14.99       | ***         |
| 09110       | Furniture Repairer, Minor                    | 17.19       | ***         |
| 09130       | Upholsterer                                  | 18.69       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.76       | ***         |
| 11060       | Elevator Operator                            | 14.86       | ***         |
| 11090       | Gardener                                     | 20.72       |             |
| 11122       | Housekeeping Aide                            | 14.86       | ***         |
| 11150       | Janitor                                      | 14.86       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.21       | ***         |
| 11240       | Maid or Houseman                             | 13.54       | ***         |
| 11260       | Pruner                                       | 14.66       | ***         |
| 11270       | Tractor Operator                             | 19.32       |             |
| 11330       | Trail Maintenance Worker                     | 16.21       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate Note</b> |
|-------------|--------------------------------------------|------------------|
| 11360       | Window Cleaner                             | 16.48 ***        |
| 12000       | Health Occupations                         |                  |
| 12010       | Ambulance Driver                           | 18.67            |
| 12011       | Breath Alcohol Technician                  | 25.46            |
| 12012       | Certified Occupational Therapist Assistant | 34.21            |
| 12015       | Certified Physical Therapist Assistant     | 31.11            |
| 12020       | Dental Assistant                           | 22.63            |
| 12025       | Dental Hygienist                           | 40.32            |
| 12030       | EKG Technician                             | 32.54            |
| 12035       | Electroneurodiagnostic Technologist        | 32.54            |
| 12040       | Emergency Medical Technician               | 18.67            |
| 12071       | Licensed Practical Nurse I                 | 22.77            |
| 12072       | Licensed Practical Nurse II                | 25.46            |
| 12073       | Licensed Practical Nurse III               | 28.38            |
| 12100       | Medical Assistant                          | 18.53            |
| 12130       | Medical Laboratory Technician              | 25.65            |
| 12160       | Medical Record Clerk                       | 18.78            |
| 12190       | Medical Record Technician                  | 21.00            |
| 12195       | Medical Transcriptionist                   | 18.93            |
| 12210       | Nuclear Medicine Technologist              | 42.81            |
| 12221       | Nursing Assistant I                        | 13.93 ***        |
| 12222       | Nursing Assistant II                       | 15.67 ***        |
| 12223       | Nursing Assistant III                      | 17.10 ***        |
| 12224       | Nursing Assistant IV                       | 19.19            |
| 12235       | Optical Dispenser                          | 20.31            |
| 12236       | Optical Technician                         | 22.77            |
| 12250       | Pharmacy Technician                        | 17.88            |
| 12280       | Phlebotomist                               | 17.62 ***        |
| 12305       | Radiologic Technologist                    | 30.10            |
| 12311       | Registered Nurse I                         | 27.75            |
| 12312       | Registered Nurse II                        | 33.95            |
| 12313       | Registered Nurse II, Specialist            | 33.95            |
| 12314       | Registered Nurse III                       | 41.09            |
| 12315       | Registered Nurse III, Anesthetist          | 41.09            |
| 12316       | Registered Nurse IV                        | 49.23            |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 31.54            |
| 12320       | Substance Abuse Treatment Counselor        | 24.76            |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 18.57       |             |
| 13012       | Exhibits Specialist II                               | 23.00       |             |
| 13013       | Exhibits Specialist III                              | 28.12       |             |
| 13041       | Illustrator I                                        | 18.57       |             |
| 13042       | Illustrator II                                       | 23.00       |             |
| 13043       | Illustrator III                                      | 28.12       |             |
| 13047       | Librarian                                            | 25.47       |             |
| 13050       | Library Aide/Clerk                                   | 13.38       | ***         |
| 13054       | Library Information Technology Systems Administrator | 23.00       |             |
| 13058       | Library Technician                                   | 18.65       |             |
| 13061       | Media Specialist I                                   | 16.60       | ***         |
| 13062       | Media Specialist II                                  | 18.57       |             |
| 13063       | Media Specialist III                                 | 20.69       |             |
| 13071       | Photographer I                                       | 16.60       | ***         |
| 13072       | Photographer II                                      | 18.57       |             |
| 13073       | Photographer III                                     | 23.00       |             |
| 13074       | Photographer IV                                      | 28.12       |             |
| 13075       | Photographer V                                       | 34.03       |             |
| 13090       | Technical Order Library Clerk                        | 16.80       | ***         |
| 13110       | Video Teleconference Technician                      | 18.28       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.99       |             |
| 14042       | Computer Operator II                                 | 21.24       |             |
| 14043       | Computer Operator III                                | 23.67       |             |
| 14044       | Computer Operator IV                                 | 26.32       |             |
| 14045       | Computer Operator V                                  | 29.14       |             |
| 14071       | Computer Programmer I                                | 23.94       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.99       |             |
| 14160       | Personal Computer Support Technician                 | 26.32       |             |
| 14170       | System Support Specialist                            | 29.14       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 31.81       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.49       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.13       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 31.81       |             |
| 15060       | Educational Technologist                                | 29.62       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.13       |             |
| 15080       | Graphic Artist                                          | 24.05       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.13       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.13       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.13       |             |
| 15090       | Technical Instructor                                    | 24.46       |             |
| 15095       | Technical Instructor/Course Developer                   | 29.92       |             |
| 15110       | Test Proctor                                            | 19.74       |             |
| 15120       | Tutor                                                   | 19.74       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.81       | ***         |
| 16030       | Counter Attendant                                       | 11.81       | ***         |
| 16040       | Dry Cleaner                                             | 14.51       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.81       | ***         |
| 16090       | Presser, Hand                                           | 11.81       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.81       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.81       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.81       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.38       | ***         |
| 16220       | Tailor                                                  | 16.25       | ***         |
| 16250       | Washer, Machine                                         | 12.59       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 22.02       |             |
| 19040       | Tool And Die Maker                                      | 26.83       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.17       |             |
| 21030       | Material Coordinator                                    | 23.16       |             |
| 21040       | Material Expediter                                      | 23.16       |             |
| 21050       | Material Handling Laborer                               | 16.92       | ***         |
| 21071       | Order Filler                                            | 15.97       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.17       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21110       | Shipping Packer                                   | 19.60            |
| 21130       | Shipping/Receiving Clerk                          | 19.60            |
| 21140       | Store Worker I                                    | 14.39 ***        |
| 21150       | Stock Clerk                                       | 19.77            |
| 21210       | Tools And Parts Attendant                         | 19.17            |
| 21410       | Warehouse Specialist                              | 19.17            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 32.58            |
| 23019       | Aircraft Logs and Records Technician              | 26.21            |
| 23021       | Aircraft Mechanic I                               | 30.99            |
| 23022       | Aircraft Mechanic II                              | 32.58            |
| 23023       | Aircraft Mechanic III                             | 34.14            |
| 23040       | Aircraft Mechanic Helper                          | 22.95            |
| 23050       | Aircraft, Painter                                 | 29.38            |
| 23060       | Aircraft Servicer                                 | 26.21            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 29.38            |
| 23080       | Aircraft Worker                                   | 27.76            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 27.76            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 30.99            |
| 23110       | Appliance Mechanic                                | 23.40            |
| 23120       | Bicycle Repairer                                  | 20.78            |
| 23125       | Cable Splicer                                     | 35.76            |
| 23130       | Carpenter, Maintenance                            | 20.14            |
| 23140       | Carpet Layer                                      | 23.64            |
| 23160       | Electrician, Maintenance                          | 24.21            |
| 23181       | Electronics Technician Maintenance I              | 27.21            |
| 23182       | Electronics Technician Maintenance II             | 28.78            |
| 23183       | Electronics Technician Maintenance III            | 30.36            |
| 23260       | Fabric Worker                                     | 22.23            |
| 23290       | Fire Alarm System Mechanic                        | 24.11            |
| 23310       | Fire Extinguisher Repairer                        | 20.78            |
| 23311       | Fuel Distribution System Mechanic                 | 28.06            |
| 23312       | Fuel Distribution System Operator                 | 22.32            |
| 23370       | General Maintenance Worker                        | 22.11            |
| 23380       | Ground Support Equipment Mechanic                 | 30.99            |
| 23381       | Ground Support Equipment Servicer                 | 26.21            |
| 23382       | Ground Support Equipment Worker                   | 27.76            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23391       | Gunsmith I                                                             | 20.78            |
| 23392       | Gunsmith II                                                            | 23.64            |
| 23393       | Gunsmith III                                                           | 26.49            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.43            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.66            |
| 23430       | Heavy Equipment Mechanic                                               | 26.45            |
| 23440       | Heavy Equipment Operator                                               | 22.47            |
| 23460       | Instrument Mechanic                                                    | 27.79            |
| 23465       | Laboratory/Shelter Mechanic                                            | 25.09            |
| 23470       | Laborer                                                                | 16.92 ***        |
| 23510       | Locksmith                                                              | 25.09            |
| 23530       | Machinery Maintenance Mechanic                                         | 27.92            |
| 23550       | Machinist, Maintenance                                                 | 23.82            |
| 23580       | Maintenance Trades Helper                                              | 16.78 ***        |
| 23591       | Metrology Technician I                                                 | 27.79            |
| 23592       | Metrology Technician II                                                | 29.22            |
| 23593       | Metrology Technician III                                               | 30.61            |
| 23640       | Millwright                                                             | 26.49            |
| 23710       | Office Appliance Repairer                                              | 22.29            |
| 23760       | Painter, Maintenance                                                   | 19.68            |
| 23790       | Pipefitter, Maintenance                                                | 23.86            |
| 23810       | Plumber, Maintenance                                                   | 22.60            |
| 23820       | Pneudraulic Systems Mechanic                                           | 26.49            |
| 23850       | Rigger                                                                 | 26.49            |
| 23870       | Scale Mechanic                                                         | 23.64            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 22.41            |
| 23910       | Small Engine Mechanic                                                  | 20.13            |
| 23931       | Telecommunications Mechanic I                                          | 29.73            |
| 23932       | Telecommunications Mechanic II                                         | 31.26            |
| 23950       | Telephone Lineman                                                      | 26.12            |
| 23960       | Welder, Combination, Maintenance                                       | 24.17            |
| 23965       | Well Driller                                                           | 26.49            |
| 23970       | Woodcraft Worker                                                       | 26.49            |
| 23980       | Woodworker                                                             | 20.78            |
| 24000       | Personal Needs Occupations                                             |                  |
| 24550       | Case Manager                                                           | 19.59            |
| 24570       | Child Care Attendant                                                   | 13.35 ***        |



| <b>Code</b>                                          | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|------------------------------------------------------|---------------------------------------------------|-------------|-------------|
| 24580                                                | Child Care Center Clerk                           | 16.64       | ***         |
| 24610                                                | Chore Aide                                        | 13.28       | ***         |
| 24620                                                | Family Readiness And Support Services Coordinator | 19.59       |             |
| 24630                                                | Homemaker                                         | 19.59       |             |
| 25000 Plant And System Operations Occupations        |                                                   |             |             |
| 25010                                                | Boiler Tender                                     | 25.04       |             |
| 25040                                                | Sewage Plant Operator                             | 20.89       |             |
| 25070                                                | Stationary Engineer                               | 25.04       |             |
| 25190                                                | Ventilation Equipment Tender                      | 18.55       |             |
| 25210                                                | Water Treatment Plant Operator                    | 20.89       |             |
| 27000 Protective Service Occupations                 |                                                   |             |             |
| 27004                                                | Alarm Monitor                                     | 19.36       |             |
| 27007                                                | Baggage Inspector                                 | 16.93       | ***         |
| 27008                                                | Corrections Officer                               | 22.85       |             |
| 27010                                                | Court Security Officer                            | 21.28       |             |
| 27030                                                | Detection Dog Handler                             | 18.94       |             |
| 27040                                                | Detention Officer                                 | 22.85       |             |
| 27070                                                | Firefighter                                       | 18.54       |             |
| 27101                                                | Guard I                                           | 16.93       | ***         |
| 27102                                                | Guard II                                          | 18.94       |             |
| 27131                                                | Police Officer I                                  | 23.68       |             |
| 27132                                                | Police Officer II                                 | 26.32       |             |
| 28000 Recreation Occupations                         |                                                   |             |             |
| 28041                                                | Carnival Equipment Operator                       | 14.15       | ***         |
| 28042                                                | Carnival Equipment Repairer                       | 15.18       | ***         |
| 28043                                                | Carnival Worker                                   | 10.74       | ***         |
| 28210                                                | Gate Attendant/Gate Tender                        | 17.15       | ***         |
| 28310                                                | Lifeguard                                         | 13.72       | ***         |
| 28350                                                | Park Attendant (Aide)                             | 19.18       |             |
| 28510                                                | Recreation Aide/Health Facility Attendant         | 14.00       | ***         |
| 28515                                                | Recreation Specialist                             | 23.76       |             |
| 28630                                                | Sports Official                                   | 15.28       | ***         |
| 28690                                                | Swimming Pool Operator                            | 17.14       | ***         |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                   |             |             |
| 29010                                                | Blocker And Bracer                                | 28.01       |             |
| 29020                                                | Hatch Tender                                      | 28.01       |             |
| 29030                                                | Line Handler                                      | 28.01       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 29041       | Stevedore I                                    | 26.35            |
| 29042       | Stevedore II                                   | 29.73            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.11            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.18            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.53            |
| 30021       | Archeological Technician I                     | 19.19            |
| 30022       | Archeological Technician II                    | 21.47            |
| 30023       | Archeological Technician III                   | 26.59            |
| 30030       | Cartographic Technician                        | 26.59            |
| 30040       | Civil Engineering Technician                   | 29.12            |
| 30051       | Cryogenic Technician I                         | 29.45            |
| 30052       | Cryogenic Technician II                        | 32.52            |
| 30061       | Drafter/CAD Operator I                         | 19.19            |
| 30062       | Drafter/CAD Operator II                        | 21.47            |
| 30063       | Drafter/CAD Operator III                       | 23.92            |
| 30064       | Drafter/CAD Operator IV                        | 29.45            |
| 30081       | Engineering Technician I                       | 19.33            |
| 30082       | Engineering Technician II                      | 21.69            |
| 30083       | Engineering Technician III                     | 24.27            |
| 30084       | Engineering Technician IV                      | 30.06            |
| 30085       | Engineering Technician V                       | 36.76            |
| 30086       | Engineering Technician VI                      | 44.48            |
| 30090       | Environmental Technician                       | 24.79            |
| 30095       | Evidence Control Specialist                    | 26.59            |
| 30210       | Laboratory Technician                          | 24.48            |
| 30221       | Latent Fingerprint Technician I                | 29.45            |
| 30222       | Latent Fingerprint Technician II               | 32.52            |
| 30240       | Mathematical Technician                        | 26.59            |
| 30361       | Paralegal/Legal Assistant I                    | 22.95            |
| 30362       | Paralegal/Legal Assistant II                   | 28.44            |
| 30363       | Paralegal/Legal Assistant III                  | 34.78            |
| 30364       | Paralegal/Legal Assistant IV                   | 42.08            |
| 30375       | Petroleum Supply Specialist                    | 32.52            |
| 30390       | Photo-Optics Technician                        | 26.59            |
| 30395       | Radiation Control Technician                   | 32.52            |
| 30461       | Technical Writer I                             | 26.59            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30462       | Technical Writer II                                      | 32.52       |             |
| 30463       | Technical Writer III                                     | 39.34       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.58       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.00       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.34       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.58       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.58       |             |
| 30501       | Weather Forecaster I                                     | 29.45       |             |
| 30502       | Weather Forecaster II                                    | 35.82       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.92       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.59       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 37.00       |             |
| 31020       | Bus Aide                                                 | 14.27       | ***         |
| 31030       | Bus Driver                                               | 19.38       |             |
| 31043       | Driver Courier                                           | 15.70       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.66       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.78       | ***         |
| 31310       | Taxi Driver                                              | 14.17       | ***         |
| 31361       | Truckdriver, Light                                       | 16.78       | ***         |
| 31362       | Truckdriver, Medium                                      | 18.59       |             |
| 31363       | Truckdriver, Heavy                                       | 23.00       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.00       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 18.04       |             |
| 99030       | Cashier                                                  | 12.57       | ***         |
| 99050       | Desk Clerk                                               | 13.32       | ***         |
| 99095       | Embalmer                                                 | 31.43       |             |
| 99130       | Flight Follower                                          | 30.58       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.96       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 18.19       |             |
| 99260       | Marketing Analyst                                        | 28.84       |             |
| 99310       | Mortician                                                | 31.43       |             |
| 99410       | Pest Controller                                          | 18.05       |             |
| 99510       | Photofinishing Worker                                    | 16.07       | ***         |
| 99710       | Recycling Laborer                                        | 16.02       | ***         |
| 99711       | Recycling Specialist                                     | 19.03       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99730       | Refuse Collector                | 14.51       | ***         |
| 99810       | Sales Clerk                     | 13.95       | ***         |
| 99820       | School Crossing Guard           | 15.29       | ***         |
| 99830       | Survey Party Chief              | 24.26       |             |
| 99831       | Surveying Aide                  | 16.37       | ***         |
| 99832       | Surveying Technician            | 22.41       |             |
| 99840       | Vending Machine Attendant       | 19.20       |             |
| 99841       | Vending Machine Repairer        | 22.81       |             |
| 99842       | Vending Machine Repairer Helper | 19.20       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal

Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5899**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/29/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Carolina

Area: North Carolina Counties of Caswell, Montgomery

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.69       | ***         |
| 01012       | Accounting Clerk II                             | 18.75       |             |
| 01013       | Accounting Clerk III                            | 20.97       |             |
| 01020       | Administrative Assistant                        | 29.35       |             |
| 01035       | Court Reporter                                  | 21.03       |             |
| 01041       | Customer Service Representative I               | 15.33       | ***         |
| 01042       | Customer Service Representative II              | 16.73       | ***         |
| 01043       | Customer Service Representative III             | 18.78       |             |
| 01051       | Data Entry Operator I                           | 15.11       | ***         |
| 01052       | Data Entry Operator II                          | 16.49       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.45       |             |
| 01070       | Document Preparation Clerk                      | 16.75       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.75       | ***         |
| 01111       | General Clerk I                                 | 15.05       | ***         |
| 01112       | General Clerk II                                | 16.43       | ***         |
| 01113       | General Clerk III                               | 18.44       |             |
| 01120       | Housing Referral Assistant                      | 23.44       |             |
| 01141       | Messenger Courier                               | 13.86       | ***         |
| 01191       | Order Clerk I                                   | 17.79       |             |
| 01192       | Order Clerk II                                  | 19.40       |             |
| 01261       | Personnel Assistant (Employment) I              | 19.18       |             |
| 01262       | Personnel Assistant (Employment) II             | 21.45       |             |
| 01263       | Personnel Assistant (Employment) III            | 23.91       |             |
| 01270       | Production Control Clerk                        | 23.16       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01290       | Rental Clerk                             | 17.75       |             |
| 01300       | Scheduler, Maintenance                   | 18.80       |             |
| 01311       | Secretary I                              | 18.80       |             |
| 01312       | Secretary II                             | 21.03       |             |
| 01313       | Secretary III                            | 23.44       |             |
| 01320       | Service Order Dispatcher                 | 19.18       |             |
| 01410       | Supply Technician                        | 29.35       |             |
| 01420       | Survey Worker                            | 17.94       |             |
| 01460       | Switchboard Operator/Receptionist        | 15.26       | ***         |
| 01531       | Travel Clerk I                           | 15.74       | ***         |
| 01532       | Travel Clerk II                          | 16.83       | ***         |
| 01533       | Travel Clerk III                         | 17.82       |             |
| 01611       | Word Processor I                         | 16.75       | ***         |
| 01612       | Word Processor II                        | 18.80       |             |
| 01613       | Word Processor III                       | 21.03       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 22.78       |             |
| 05010       | Automotive Electrician                   | 20.10       |             |
| 05040       | Automotive Glass Installer               | 19.11       |             |
| 05070       | Automotive Worker                        | 20.11       |             |
| 05110       | Mobile Equipment Servicer                | 16.93       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 22.36       |             |
| 05160       | Motor Equipment Metal Worker             | 20.11       |             |
| 05190       | Motor Vehicle Mechanic                   | 20.56       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 15.86       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 18.96       |             |
| 05280       | Motor Vehicle Wrecker                    | 20.11       |             |
| 05310       | Painter, Automotive                      | 20.57       |             |
| 05340       | Radiator Repair Specialist               | 20.11       |             |
| 05370       | Tire Repairer                            | 15.48       | ***         |
| 05400       | Transmission Repair Specialist           | 22.36       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 14.53       | ***         |
| 07041       | Cook I                                   | 14.59       | ***         |
| 07042       | Cook II                                  | 16.59       | ***         |
| 07070       | Dishwasher                               | 13.64       | ***         |
| 07130       | Food Service Worker                      | 12.68       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07210       | Meat Cutter                                  | 17.20       | ***         |
| 07260       | Waiter/Waitress                              | 10.96       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.95       |             |
| 09040       | Furniture Handler                            | 12.52       | ***         |
| 09080       | Furniture Refinisher                         | 19.26       |             |
| 09090       | Furniture Refinisher Helper                  | 14.99       | ***         |
| 09110       | Furniture Repairer, Minor                    | 17.19       | ***         |
| 09130       | Upholsterer                                  | 18.69       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.76       | ***         |
| 11060       | Elevator Operator                            | 14.86       | ***         |
| 11090       | Gardener                                     | 20.72       |             |
| 11122       | Housekeeping Aide                            | 14.86       | ***         |
| 11150       | Janitor                                      | 14.86       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.21       | ***         |
| 11240       | Maid or Houseman                             | 13.54       | ***         |
| 11260       | Pruner                                       | 14.66       | ***         |
| 11270       | Tractor Operator                             | 19.32       |             |
| 11330       | Trail Maintenance Worker                     | 16.21       | ***         |
| 11360       | Window Cleaner                               | 16.48       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 18.67       |             |
| 12011       | Breath Alcohol Technician                    | 25.46       |             |
| 12012       | Certified Occupational Therapist Assistant   | 34.21       |             |
| 12015       | Certified Physical Therapist Assistant       | 31.11       |             |
| 12020       | Dental Assistant                             | 22.63       |             |
| 12025       | Dental Hygienist                             | 40.32       |             |
| 12030       | EKG Technician                               | 32.54       |             |
| 12035       | Electroneurodiagnostic Technologist          | 32.54       |             |
| 12040       | Emergency Medical Technician                 | 18.67       |             |
| 12071       | Licensed Practical Nurse I                   | 22.77       |             |
| 12072       | Licensed Practical Nurse II                  | 25.46       |             |
| 12073       | Licensed Practical Nurse III                 | 28.38       |             |
| 12100       | Medical Assistant                            | 18.53       |             |
| 12130       | Medical Laboratory Technician                | 25.65       |             |
| 12160       | Medical Record Clerk                         | 18.78       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12190       | Medical Record Technician                            | 21.00       |             |
| 12195       | Medical Transcriptionist                             | 18.93       |             |
| 12210       | Nuclear Medicine Technologist                        | 42.81       |             |
| 12221       | Nursing Assistant I                                  | 13.93       | ***         |
| 12222       | Nursing Assistant II                                 | 15.67       | ***         |
| 12223       | Nursing Assistant III                                | 17.10       | ***         |
| 12224       | Nursing Assistant IV                                 | 19.19       |             |
| 12235       | Optical Dispenser                                    | 20.31       |             |
| 12236       | Optical Technician                                   | 22.77       |             |
| 12250       | Pharmacy Technician                                  | 17.88       |             |
| 12280       | Phlebotomist                                         | 17.62       | ***         |
| 12305       | Radiologic Technologist                              | 30.10       |             |
| 12311       | Registered Nurse I                                   | 27.75       |             |
| 12312       | Registered Nurse II                                  | 33.95       |             |
| 12313       | Registered Nurse II, Specialist                      | 33.95       |             |
| 12314       | Registered Nurse III                                 | 41.09       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 41.09       |             |
| 12316       | Registered Nurse IV                                  | 49.23       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.54       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.76       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 18.57       |             |
| 13012       | Exhibits Specialist II                               | 23.00       |             |
| 13013       | Exhibits Specialist III                              | 28.12       |             |
| 13041       | Illustrator I                                        | 18.57       |             |
| 13042       | Illustrator II                                       | 23.00       |             |
| 13043       | Illustrator III                                      | 28.12       |             |
| 13047       | Librarian                                            | 25.47       |             |
| 13050       | Library Aide/Clerk                                   | 13.31       | ***         |
| 13054       | Library Information Technology Systems Administrator | 23.00       |             |
| 13058       | Library Technician                                   | 18.65       |             |
| 13061       | Media Specialist I                                   | 16.60       | ***         |
| 13062       | Media Specialist II                                  | 18.57       |             |
| 13063       | Media Specialist III                                 | 20.69       |             |
| 13071       | Photographer I                                       | 16.60       | ***         |
| 13072       | Photographer II                                      | 18.57       |             |
| 13073       | Photographer III                                     | 23.00       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13074       | Photographer IV                                         | 28.12       |             |
| 13075       | Photographer V                                          | 34.03       |             |
| 13090       | Technical Order Library Clerk                           | 16.80       | ***         |
| 13110       | Video Teleconference Technician                         | 18.28       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 18.99       |             |
| 14042       | Computer Operator II                                    | 21.24       |             |
| 14043       | Computer Operator III                                   | 23.67       |             |
| 14044       | Computer Operator IV                                    | 26.32       |             |
| 14045       | Computer Operator V                                     | 29.14       |             |
| 14071       | Computer Programmer I                                   | 24.60       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 18.99       |             |
| 14160       | Personal Computer Support Technician                    | 26.32       |             |
| 14170       | System Support Specialist                               | 29.14       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 31.81       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.49       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.13       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 31.81       |             |
| 15060       | Educational Technologist                                | 29.62       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.13       |             |
| 15080       | Graphic Artist                                          | 23.08       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.13       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.13       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.13       |             |
| 15090       | Technical Instructor                                    | 22.05       |             |
| 15095       | Technical Instructor/Course Developer                   | 26.97       |             |
| 15110       | Test Proctor                                            | 17.80       |             |
| 15120       | Tutor                                                   | 17.80       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.81       | ***         |

| <b>Code</b> | <b>Title</b>                                     | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------------|-------------|-------------|
| 16030       | Counter Attendant                                | 11.81       | ***         |
| 16040       | Dry Cleaner                                      | 14.51       | ***         |
| 16070       | Finisher, Flatwork, Machine                      | 11.81       | ***         |
| 16090       | Presser, Hand                                    | 11.81       | ***         |
| 16110       | Presser, Machine, Drycleaning                    | 11.81       | ***         |
| 16130       | Presser, Machine, Shirts                         | 11.81       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry       | 11.81       | ***         |
| 16190       | Sewing Machine Operator                          | 15.38       | ***         |
| 16220       | Tailor                                           | 16.25       | ***         |
| 16250       | Washer, Machine                                  | 12.59       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations    |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                | 22.06       |             |
| 19040       | Tool And Die Maker                               | 26.83       |             |
| 21000       | Materials Handling And Packing Occupations       |             |             |
| 21020       | Forklift Operator                                | 19.17       |             |
| 21030       | Material Coordinator                             | 23.16       |             |
| 21040       | Material Expediter                               | 23.16       |             |
| 21050       | Material Handling Laborer                        | 16.92       | ***         |
| 21071       | Order Filler                                     | 15.97       | ***         |
| 21080       | Production Line Worker (Food Processing)         | 19.17       |             |
| 21110       | Shipping Packer                                  | 19.60       |             |
| 21130       | Shipping/Receiving Clerk                         | 19.60       |             |
| 21140       | Store Worker I                                   | 14.39       | ***         |
| 21150       | Stock Clerk                                      | 19.77       |             |
| 21210       | Tools And Parts Attendant                        | 19.17       |             |
| 21410       | Warehouse Specialist                             | 19.17       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations |             |             |
| 23010       | Aerospace Structural Welder                      | 32.58       |             |
| 23019       | Aircraft Logs and Records Technician             | 26.21       |             |
| 23021       | Aircraft Mechanic I                              | 30.99       |             |
| 23022       | Aircraft Mechanic II                             | 32.58       |             |
| 23023       | Aircraft Mechanic III                            | 34.14       |             |
| 23040       | Aircraft Mechanic Helper                         | 22.95       |             |
| 23050       | Aircraft, Painter                                | 29.38       |             |
| 23060       | Aircraft Servicer                                | 26.21       |             |
| 23070       | Aircraft Survival Flight Equipment Technician    | 29.38       |             |
| 23080       | Aircraft Worker                                  | 27.76       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 27.76       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 30.99       |             |
| 23110       | Appliance Mechanic                                                     | 23.40       |             |
| 23120       | Bicycle Repairer                                                       | 20.78       |             |
| 23125       | Cable Splicer                                                          | 35.76       |             |
| 23130       | Carpenter, Maintenance                                                 | 20.14       |             |
| 23140       | Carpet Layer                                                           | 23.64       |             |
| 23160       | Electrician, Maintenance                                               | 24.21       |             |
| 23181       | Electronics Technician Maintenance I                                   | 27.21       |             |
| 23182       | Electronics Technician Maintenance II                                  | 28.78       |             |
| 23183       | Electronics Technician Maintenance III                                 | 30.36       |             |
| 23260       | Fabric Worker                                                          | 22.23       |             |
| 23290       | Fire Alarm System Mechanic                                             | 24.11       |             |
| 23310       | Fire Extinguisher Repairer                                             | 20.78       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 28.06       |             |
| 23312       | Fuel Distribution System Operator                                      | 22.28       |             |
| 23370       | General Maintenance Worker                                             | 22.11       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 30.99       |             |
| 23381       | Ground Support Equipment Servicer                                      | 26.21       |             |
| 23382       | Ground Support Equipment Worker                                        | 27.76       |             |
| 23391       | Gunsmith I                                                             | 20.78       |             |
| 23392       | Gunsmith II                                                            | 23.64       |             |
| 23393       | Gunsmith III                                                           | 26.49       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.43       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.66       |             |
| 23430       | Heavy Equipment Mechanic                                               | 26.45       |             |
| 23440       | Heavy Equipment Operator                                               | 22.47       |             |
| 23460       | Instrument Mechanic                                                    | 26.49       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 25.09       |             |
| 23470       | Laborer                                                                | 16.92       | ***         |
| 23510       | Locksmith                                                              | 25.09       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 28.00       |             |
| 23550       | Machinist, Maintenance                                                 | 23.82       |             |
| 23580       | Maintenance Trades Helper                                              | 16.78       | ***         |
| 23591       | Metrology Technician I                                                 | 26.49       |             |
| 23592       | Metrology Technician II                                                | 27.87       |             |
| 23593       | Metrology Technician III                                               | 29.22       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23640       | Millwright                                        | 26.49       |             |
| 23710       | Office Appliance Repairer                         | 22.44       |             |
| 23760       | Painter, Maintenance                              | 19.68       |             |
| 23790       | Pipefitter, Maintenance                           | 23.86       |             |
| 23810       | Plumber, Maintenance                              | 22.60       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 26.49       |             |
| 23850       | Rigger                                            | 26.49       |             |
| 23870       | Scale Mechanic                                    | 23.64       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 22.41       |             |
| 23910       | Small Engine Mechanic                             | 20.88       |             |
| 23931       | Telecommunications Mechanic I                     | 29.73       |             |
| 23932       | Telecommunications Mechanic II                    | 31.26       |             |
| 23950       | Telephone Lineman                                 | 26.12       |             |
| 23960       | Welder, Combination, Maintenance                  | 24.17       |             |
| 23965       | Well Driller                                      | 26.49       |             |
| 23970       | Woodcraft Worker                                  | 26.49       |             |
| 23980       | Woodworker                                        | 20.78       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.59       |             |
| 24570       | Child Care Attendant                              | 13.35       | ***         |
| 24580       | Child Care Center Clerk                           | 16.64       | ***         |
| 24610       | Chore Aide                                        | 13.28       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.59       |             |
| 24630       | Homemaker                                         | 19.59       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 25.75       |             |
| 25040       | Sewage Plant Operator                             | 20.89       |             |
| 25070       | Stationary Engineer                               | 25.75       |             |
| 25190       | Ventilation Equipment Tender                      | 18.55       |             |
| 25210       | Water Treatment Plant Operator                    | 20.89       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 19.36       |             |
| 27007       | Baggage Inspector                                 | 16.93       | ***         |
| 27008       | Corrections Officer                               | 22.85       |             |
| 27010       | Court Security Officer                            | 21.28       |             |
| 27030       | Detection Dog Handler                             | 18.94       |             |
| 27040       | Detention Officer                                 | 22.85       |             |



| <b>Code</b>                                          | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|------------------------------------------------------|------------------------------------------------|-------------|-------------|
| 27070                                                | Firefighter                                    | 16.57       | ***         |
| 27101                                                | Guard I                                        | 16.93       | ***         |
| 27102                                                | Guard II                                       | 18.94       |             |
| 27131                                                | Police Officer I                               | 23.68       |             |
| 27132                                                | Police Officer II                              | 26.32       |             |
| 28000 Recreation Occupations                         |                                                |             |             |
| 28041                                                | Carnival Equipment Operator                    | 14.15       | ***         |
| 28042                                                | Carnival Equipment Repairer                    | 15.18       | ***         |
| 28043                                                | Carnival Worker                                | 10.74       | ***         |
| 28210                                                | Gate Attendant/Gate Tender                     | 17.15       | ***         |
| 28310                                                | Lifeguard                                      | 11.50       | ***         |
| 28350                                                | Park Attendant (Aide)                          | 19.18       |             |
| 28510                                                | Recreation Aide/Health Facility Attendant      | 14.00       | ***         |
| 28515                                                | Recreation Specialist                          | 23.76       |             |
| 28630                                                | Sports Official                                | 15.28       | ***         |
| 28690                                                | Swimming Pool Operator                         | 17.13       | ***         |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                |             |             |
| 29010                                                | Blocker And Bracer                             | 28.01       |             |
| 29020                                                | Hatch Tender                                   | 28.01       |             |
| 29030                                                | Line Handler                                   | 28.01       |             |
| 29041                                                | Stevedore I                                    | 26.35       |             |
| 29042                                                | Stevedore II                                   | 29.73       |             |
| 30000 Technical Occupations                          |                                                |             |             |
| 30010                                                | Air Traffic Control Specialist, Center (HFO)   | 48.11       |             |
| 30011                                                | Air Traffic Control Specialist, Station (HFO)  | 33.18       |             |
| 30012                                                | Air Traffic Control Specialist, Terminal (HFO) | 36.53       |             |
| 30021                                                | Archeological Technician I                     | 19.19       |             |
| 30022                                                | Archeological Technician II                    | 21.47       |             |
| 30023                                                | Archeological Technician III                   | 26.59       |             |
| 30030                                                | Cartographic Technician                        | 26.59       |             |
| 30040                                                | Civil Engineering Technician                   | 29.12       |             |
| 30051                                                | Cryogenic Technician I                         | 29.45       |             |
| 30052                                                | Cryogenic Technician II                        | 32.52       |             |
| 30061                                                | Drafter/CAD Operator I                         | 19.19       |             |
| 30062                                                | Drafter/CAD Operator II                        | 21.47       |             |
| 30063                                                | Drafter/CAD Operator III                       | 23.92       |             |
| 30064                                                | Drafter/CAD Operator IV                        | 29.45       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30081       | Engineering Technician I                                 | 19.33            |
| 30082       | Engineering Technician II                                | 21.69            |
| 30083       | Engineering Technician III                               | 24.27            |
| 30084       | Engineering Technician IV                                | 30.06            |
| 30085       | Engineering Technician V                                 | 36.76            |
| 30086       | Engineering Technician VI                                | 44.48            |
| 30090       | Environmental Technician                                 | 24.79            |
| 30095       | Evidence Control Specialist                              | 26.59            |
| 30210       | Laboratory Technician                                    | 24.48            |
| 30221       | Latent Fingerprint Technician I                          | 29.45            |
| 30222       | Latent Fingerprint Technician II                         | 32.52            |
| 30240       | Mathematical Technician                                  | 26.59            |
| 30361       | Paralegal/Legal Assistant I                              | 22.95            |
| 30362       | Paralegal/Legal Assistant II                             | 28.44            |
| 30363       | Paralegal/Legal Assistant III                            | 34.78            |
| 30364       | Paralegal/Legal Assistant IV                             | 42.08            |
| 30375       | Petroleum Supply Specialist                              | 32.52            |
| 30390       | Photo-Optics Technician                                  | 26.59            |
| 30395       | Radiation Control Technician                             | 32.52            |
| 30461       | Technical Writer I                                       | 26.59            |
| 30462       | Technical Writer II                                      | 32.52            |
| 30463       | Technical Writer III                                     | 39.34            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.58            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.00            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.34            |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.58            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.58            |
| 30501       | Weather Forecaster I                                     | 29.45            |
| 30502       | Weather Forecaster II                                    | 35.82            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.92 see 2      |
| 30621       | Weather Observer, Senior                                 | 26.59 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 37.00            |
| 31020       | Bus Aide                                                 | 11.28 ***        |
| 31030       | Bus Driver                                               | 16.20 ***        |
| 31043       | Driver Courier                                           | 15.57 ***        |
| 31260       | Parking and Lot Attendant                                | 13.66 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31290       | Shuttle Bus Driver              | 15.37       | ***         |
| 31310       | Taxi Driver                     | 14.17       | ***         |
| 31361       | Truckdriver, Light              | 16.71       | ***         |
| 31362       | Truckdriver, Medium             | 17.80       |             |
| 31363       | Truckdriver, Heavy              | 23.00       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 23.00       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 18.04       |             |
| 99030       | Cashier                         | 12.57       | ***         |
| 99050       | Desk Clerk                      | 13.32       | ***         |
| 99095       | Embalmer                        | 31.43       |             |
| 99130       | Flight Follower                 | 30.58       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.96       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.19       |             |
| 99260       | Marketing Analyst               | 28.84       |             |
| 99310       | Mortician                       | 31.43       |             |
| 99410       | Pest Controller                 | 18.05       |             |
| 99510       | Photofinishing Worker           | 16.07       | ***         |
| 99710       | Recycling Laborer               | 16.02       | ***         |
| 99711       | Recycling Specialist            | 19.03       |             |
| 99730       | Refuse Collector                | 14.51       | ***         |
| 99810       | Sales Clerk                     | 13.95       | ***         |
| 99820       | School Crossing Guard           | 15.29       | ***         |
| 99830       | Survey Party Chief              | 24.66       |             |
| 99831       | Surveying Aide                  | 18.25       |             |
| 99832       | Surveying Technician            | 22.41       |             |
| 99840       | Vending Machine Attendant       | 20.49       |             |
| 99841       | Vending Machine Repairer        | 24.60       |             |
| 99842       | Vending Machine Repairer Helper | 20.49       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 employee (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)).

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## **Wage Determination No. : 2015-5901**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

## WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/29/2025

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Carolina

Area: North Carolina County of Haywood

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

### Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 16.74 | ***  |
| 01012 | Accounting Clerk II                             | 18.78 |      |
| 01013 | Accounting Clerk III                            | 21.01 |      |
| 01020 | Administrative Assistant                        | 28.38 |      |



| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01035       | Court Reporter                       | 21.27       |             |
| 01041       | Customer Service Representative I    | 14.47       | ***         |
| 01042       | Customer Service Representative II   | 15.80       | ***         |
| 01043       | Customer Service Representative III  | 17.73       | ***         |
| 01051       | Data Entry Operator I                | 16.36       | ***         |
| 01052       | Data Entry Operator II               | 17.85       |             |
| 01060       | Dispatcher, Motor Vehicle            | 22.30       |             |
| 01070       | Document Preparation Clerk           | 16.95       | ***         |
| 01090       | Duplicating Machine Operator         | 16.95       | ***         |
| 01111       | General Clerk I                      | 15.91       | ***         |
| 01112       | General Clerk II                     | 17.35       | ***         |
| 01113       | General Clerk III                    | 19.47       |             |
| 01120       | Housing Referral Assistant           | 23.73       |             |
| 01141       | Messenger Courier                    | 18.00       |             |
| 01191       | Order Clerk I                        | 17.62       | ***         |
| 01192       | Order Clerk II                       | 19.23       |             |
| 01261       | Personnel Assistant (Employment) I   | 17.89       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.01       |             |
| 01263       | Personnel Assistant (Employment) III | 22.32       |             |
| 01270       | Production Control Clerk             | 23.18       |             |
| 01290       | Rental Clerk                         | 18.02       |             |
| 01300       | Scheduler, Maintenance               | 19.02       |             |
| 01311       | Secretary I                          | 19.02       |             |
| 01312       | Secretary II                         | 21.27       |             |
| 01313       | Secretary III                        | 23.73       |             |
| 01320       | Service Order Dispatcher             | 19.93       |             |
| 01410       | Supply Technician                    | 28.38       |             |
| 01420       | Survey Worker                        | 17.83       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.86       | ***         |
| 01531       | Travel Clerk I                       | 18.00       |             |
| 01532       | Travel Clerk II                      | 19.73       |             |
| 01533       | Travel Clerk III                     | 21.89       |             |
| 01611       | Word Processor I                     | 16.95       | ***         |
| 01612       | Word Processor II                    | 19.02       |             |
| 01613       | Word Processor III                   | 21.27       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 23.60       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05010       | Automotive Electrician                       | 21.37       |             |
| 05040       | Automotive Glass Installer                   | 20.22       |             |
| 05070       | Automotive Worker                            | 20.22       |             |
| 05110       | Mobile Equipment Servicer                    | 18.00       |             |
| 05130       | Motor Equipment Metal Mechanic               | 22.61       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.22       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.61       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.82       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.13       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.22       |             |
| 05310       | Painter, Automotive                          | 21.37       |             |
| 05340       | Radiator Repair Specialist                   | 20.22       |             |
| 05370       | Tire Repairer                                | 16.70       | ***         |
| 05400       | Transmission Repair Specialist               | 22.61       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.65       | ***         |
| 07041       | Cook I                                       | 16.17       | ***         |
| 07042       | Cook II                                      | 18.16       |             |
| 07070       | Dishwasher                                   | 13.81       | ***         |
| 07130       | Food Service Worker                          | 14.22       | ***         |
| 07210       | Meat Cutter                                  | 17.85       |             |
| 07260       | Waiter/Waitress                              | 11.44       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.69       |             |
| 09040       | Furniture Handler                            | 14.21       | ***         |
| 09080       | Furniture Refinisher                         | 21.40       |             |
| 09090       | Furniture Refinisher Helper                  | 16.84       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.16       |             |
| 09130       | Upholsterer                                  | 23.54       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 15.63       | ***         |
| 11060       | Elevator Operator                            | 15.35       | ***         |
| 11090       | Gardener                                     | 22.10       |             |
| 11122       | Housekeeping Aide                            | 15.35       | ***         |
| 11150       | Janitor                                      | 15.35       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.42       | ***         |
| 11240       | Maid or Houseman                             | 13.95       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11260       | Pruner                                     | 16.01       | ***         |
| 11270       | Tractor Operator                           | 20.64       |             |
| 11330       | Trail Maintenance Worker                   | 17.42       | ***         |
| 11360       | Window Cleaner                             | 16.98       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 19.81       |             |
| 12011       | Breath Alcohol Technician                  | 26.05       |             |
| 12012       | Certified Occupational Therapist Assistant | 34.16       |             |
| 12015       | Certified Physical Therapist Assistant     | 29.74       |             |
| 12020       | Dental Assistant                           | 24.30       |             |
| 12025       | Dental Hygienist                           | 38.36       |             |
| 12030       | EKG Technician                             | 38.02       |             |
| 12035       | Electroneurodiagnostic Technologist        | 38.02       |             |
| 12040       | Emergency Medical Technician               | 19.81       |             |
| 12071       | Licensed Practical Nurse I                 | 23.29       |             |
| 12072       | Licensed Practical Nurse II                | 26.05       |             |
| 12073       | Licensed Practical Nurse III               | 29.03       |             |
| 12100       | Medical Assistant                          | 18.46       |             |
| 12130       | Medical Laboratory Technician              | 25.43       |             |
| 12160       | Medical Record Clerk                       | 18.66       |             |
| 12190       | Medical Record Technician                  | 20.87       |             |
| 12195       | Medical Transcriptionist                   | 20.82       |             |
| 12210       | Nuclear Medicine Technologist              | 57.24       |             |
| 12221       | Nursing Assistant I                        | 14.12       | ***         |
| 12222       | Nursing Assistant II                       | 15.89       | ***         |
| 12223       | Nursing Assistant III                      | 17.34       | ***         |
| 12224       | Nursing Assistant IV                       | 19.46       |             |
| 12235       | Optical Dispenser                          | 23.30       |             |
| 12236       | Optical Technician                         | 22.42       |             |
| 12250       | Pharmacy Technician                        | 18.43       |             |
| 12280       | Phlebotomist                               | 18.20       |             |
| 12305       | Radiologic Technologist                    | 31.57       |             |
| 12311       | Registered Nurse I                         | 26.22       |             |
| 12312       | Registered Nurse II                        | 32.07       |             |
| 12313       | Registered Nurse II, Specialist            | 32.07       |             |
| 12314       | Registered Nurse III                       | 38.81       |             |
| 12315       | Registered Nurse III, Anesthetist          | 38.81       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12316       | Registered Nurse IV                                  | 46.51       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 32.26       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.17       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.13       |             |
| 13012       | Exhibits Specialist II                               | 24.94       |             |
| 13013       | Exhibits Specialist III                              | 30.51       |             |
| 13041       | Illustrator I                                        | 19.47       |             |
| 13042       | Illustrator II                                       | 24.13       |             |
| 13043       | Illustrator III                                      | 29.52       |             |
| 13047       | Librarian                                            | 27.62       |             |
| 13050       | Library Aide/Clerk                                   | 16.47       | ***         |
| 13054       | Library Information Technology Systems Administrator | 24.94       |             |
| 13058       | Library Technician                                   | 20.40       |             |
| 13061       | Media Specialist I                                   | 18.01       |             |
| 13062       | Media Specialist II                                  | 20.13       |             |
| 13063       | Media Specialist III                                 | 22.44       |             |
| 13071       | Photographer I                                       | 17.40       | ***         |
| 13072       | Photographer II                                      | 19.47       |             |
| 13073       | Photographer III                                     | 24.12       |             |
| 13074       | Photographer IV                                      | 29.52       |             |
| 13075       | Photographer V                                       | 35.71       |             |
| 13090       | Technical Order Library Clerk                        | 20.67       |             |
| 13110       | Video Teleconference Technician                      | 22.86       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.45       |             |
| 14042       | Computer Operator II                                 | 20.63       |             |
| 14043       | Computer Operator III                                | 23.01       |             |
| 14044       | Computer Operator IV                                 | 25.56       |             |
| 14045       | Computer Operator V                                  | 28.31       |             |
| 14071       | Computer Programmer I                                | 23.25       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14150       | Peripheral Equipment Operator                           | 18.45       |             |
| 14160       | Personal Computer Support Technician                    | 27.43       |             |
| 14170       | System Support Specialist                               | 28.15       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.30       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 40.28       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 48.28       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.30       |             |
| 15060       | Educational Technologist                                | 29.41       |             |
| 15070       | Flight Instructor (Pilot)                               | 48.28       |             |
| 15080       | Graphic Artist                                          | 23.46       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 48.28       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 48.28       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 48.28       |             |
| 15090       | Technical Instructor                                    | 21.79       |             |
| 15095       | Technical Instructor/Course Developer                   | 26.65       |             |
| 15110       | Test Proctor                                            | 17.58       | ***         |
| 15120       | Tutor                                                   | 17.58       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.81       | ***         |
| 16030       | Counter Attendant                                       | 11.81       | ***         |
| 16040       | Dry Cleaner                                             | 14.51       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.81       | ***         |
| 16090       | Presser, Hand                                           | 11.81       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.81       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.81       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.81       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.38       | ***         |
| 16220       | Tailor                                                  | 16.25       | ***         |
| 16250       | Washer, Machine                                         | 12.59       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 22.59       |             |
| 19040       | Tool And Die Maker                                      | 27.66       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 22.48       |             |
| 21030       | Material Coordinator                                    | 23.18       |             |
| 21040       | Material Expediter                                      | 23.18       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21050       | Material Handling Laborer                         | 17.52 ***        |
| 21071       | Order Filler                                      | 17.76            |
| 21080       | Production Line Worker (Food Processing)          | 22.48            |
| 21110       | Shipping Packer                                   | 18.87            |
| 21130       | Shipping/Receiving Clerk                          | 18.87            |
| 21140       | Store Worker I                                    | 13.95 ***        |
| 21150       | Stock Clerk                                       | 18.99            |
| 21210       | Tools And Parts Attendant                         | 22.48            |
| 21410       | Warehouse Specialist                              | 22.48            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 30.44            |
| 23019       | Aircraft Logs and Records Technician              | 24.11            |
| 23021       | Aircraft Mechanic I                               | 28.92            |
| 23022       | Aircraft Mechanic II                              | 30.44            |
| 23023       | Aircraft Mechanic III                             | 31.93            |
| 23040       | Aircraft Mechanic Helper                          | 21.20            |
| 23050       | Aircraft, Painter                                 | 27.31            |
| 23060       | Aircraft Servicer                                 | 24.11            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 27.31            |
| 23080       | Aircraft Worker                                   | 25.49            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 25.49            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 28.92            |
| 23110       | Appliance Mechanic                                | 24.60            |
| 23120       | Bicycle Repairer                                  | 20.72            |
| 23125       | Cable Splicer                                     | 36.76            |
| 23130       | Carpenter, Maintenance                            | 22.55            |
| 23140       | Carpet Layer                                      | 23.27            |
| 23160       | Electrician, Maintenance                          | 24.12            |
| 23181       | Electronics Technician Maintenance I              | 24.91            |
| 23182       | Electronics Technician Maintenance II             | 26.96            |
| 23183       | Electronics Technician Maintenance III            | 28.55            |
| 23260       | Fabric Worker                                     | 22.02            |
| 23290       | Fire Alarm System Mechanic                        | 23.90            |
| 23310       | Fire Extinguisher Repairer                        | 20.72            |
| 23311       | Fuel Distribution System Mechanic                 | 28.34            |
| 23312       | Fuel Distribution System Operator                 | 22.56            |
| 23370       | General Maintenance Worker                        | 20.93            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23380       | Ground Support Equipment Mechanic                                      | 28.92       |             |
| 23381       | Ground Support Equipment Servicer                                      | 24.11       |             |
| 23382       | Ground Support Equipment Worker                                        | 25.49       |             |
| 23391       | Gunsmith I                                                             | 20.72       |             |
| 23392       | Gunsmith II                                                            | 23.27       |             |
| 23393       | Gunsmith III                                                           | 26.03       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 24.53       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 25.87       |             |
| 23430       | Heavy Equipment Mechanic                                               | 28.36       |             |
| 23440       | Heavy Equipment Operator                                               | 22.58       |             |
| 23460       | Instrument Mechanic                                                    | 26.03       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 24.60       |             |
| 23470       | Laborer                                                                | 17.52       | ***         |
| 23510       | Locksmith                                                              | 24.60       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 30.81       |             |
| 23550       | Machinist, Maintenance                                                 | 23.34       |             |
| 23580       | Maintenance Trades Helper                                              | 17.12       | ***         |
| 23591       | Metrology Technician I                                                 | 26.03       |             |
| 23592       | Metrology Technician II                                                | 27.45       |             |
| 23593       | Metrology Technician III                                               | 28.83       |             |
| 23640       | Millwright                                                             | 26.03       |             |
| 23710       | Office Appliance Repairer                                              | 21.99       |             |
| 23760       | Painter, Maintenance                                                   | 19.10       |             |
| 23790       | Pipefitter, Maintenance                                                | 26.41       |             |
| 23810       | Plumber, Maintenance                                                   | 24.95       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 26.03       |             |
| 23850       | Rigger                                                                 | 26.03       |             |
| 23870       | Scale Mechanic                                                         | 23.27       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 23.21       |             |
| 23910       | Small Engine Mechanic                                                  | 19.80       |             |
| 23931       | Telecommunications Mechanic I                                          | 28.83       |             |
| 23932       | Telecommunications Mechanic II                                         | 30.33       |             |
| 23950       | Telephone Lineman                                                      | 25.92       |             |
| 23960       | Welder, Combination, Maintenance                                       | 23.46       |             |
| 23965       | Well Driller                                                           | 26.03       |             |
| 23970       | Woodcraft Worker                                                       | 26.03       |             |
| 23980       | Woodworker                                                             | 20.72       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 20.42       |             |
| 24570       | Child Care Attendant                              | 14.74       | ***         |
| 24580       | Child Care Center Clerk                           | 18.38       |             |
| 24610       | Chore Aide                                        | 14.23       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 20.42       |             |
| 24630       | Homemaker                                         | 20.42       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 24.76       |             |
| 25040       | Sewage Plant Operator                             | 23.00       |             |
| 25070       | Stationary Engineer                               | 24.76       |             |
| 25190       | Ventilation Equipment Tender                      | 18.11       |             |
| 25210       | Water Treatment Plant Operator                    | 23.00       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 19.12       |             |
| 27007       | Baggage Inspector                                 | 17.70       | ***         |
| 27008       | Corrections Officer                               | 22.22       |             |
| 27010       | Court Security Officer                            | 20.27       |             |
| 27030       | Detection Dog Handler                             | 19.80       |             |
| 27040       | Detention Officer                                 | 22.22       |             |
| 27070       | Firefighter                                       | 16.51       | ***         |
| 27101       | Guard I                                           | 17.70       | ***         |
| 27102       | Guard II                                          | 19.80       |             |
| 27131       | Police Officer I                                  | 23.06       |             |
| 27132       | Police Officer II                                 | 25.63       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 15.13       | ***         |
| 28042       | Carnival Equipment Repairer                       | 16.22       | ***         |
| 28043       | Carnival Worker                                   | 11.47       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 21.53       |             |
| 28310       | Lifeguard                                         | 14.20       | ***         |
| 28350       | Park Attendant (Aide)                             | 24.09       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 17.58       | ***         |
| 28515       | Recreation Specialist                             | 29.83       |             |
| 28630       | Sports Official                                   | 19.18       |             |
| 28690       | Swimming Pool Operator                            | 18.29       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services    |             |             |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 29010       | Blocker And Bracer                             | 23.27            |
| 29020       | Hatch Tender                                   | 23.27            |
| 29030       | Line Handler                                   | 23.27            |
| 29041       | Stevedore I                                    | 22.02            |
| 29042       | Stevedore II                                   | 24.60            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 47.10            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.48            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.76            |
| 30021       | Archeological Technician I                     | 20.24            |
| 30022       | Archeological Technician II                    | 22.64            |
| 30023       | Archeological Technician III                   | 28.05            |
| 30030       | Cartographic Technician                        | 28.05            |
| 30040       | Civil Engineering Technician                   | 28.23            |
| 30051       | Cryogenic Technician I                         | 31.06            |
| 30052       | Cryogenic Technician II                        | 34.31            |
| 30061       | Drafter/CAD Operator I                         | 20.24            |
| 30062       | Drafter/CAD Operator II                        | 22.64            |
| 30063       | Drafter/CAD Operator III                       | 25.25            |
| 30064       | Drafter/CAD Operator IV                        | 31.06            |
| 30081       | Engineering Technician I                       | 17.62 ***        |
| 30082       | Engineering Technician II                      | 19.78            |
| 30083       | Engineering Technician III                     | 22.13            |
| 30084       | Engineering Technician IV                      | 27.40            |
| 30085       | Engineering Technician V                       | 33.53            |
| 30086       | Engineering Technician VI                      | 40.57            |
| 30090       | Environmental Technician                       | 26.54            |
| 30095       | Evidence Control Specialist                    | 28.05            |
| 30210       | Laboratory Technician                          | 25.25            |
| 30221       | Latent Fingerprint Technician I                | 28.58            |
| 30222       | Latent Fingerprint Technician II               | 31.57            |
| 30240       | Mathematical Technician                        | 28.05            |
| 30361       | Paralegal/Legal Assistant I                    | 23.15            |
| 30362       | Paralegal/Legal Assistant II                   | 28.67            |
| 30363       | Paralegal/Legal Assistant III                  | 35.07            |
| 30364       | Paralegal/Legal Assistant IV                   | 42.43            |
| 30375       | Petroleum Supply Specialist                    | 34.31            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30390       | Photo-Optics Technician                                  | 28.05       |             |
| 30395       | Radiation Control Technician                             | 34.31       |             |
| 30461       | Technical Writer I                                       | 28.07       |             |
| 30462       | Technical Writer II                                      | 34.33       |             |
| 30463       | Technical Writer III                                     | 41.54       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.93       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.22       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 43.41       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.93       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.93       |             |
| 30501       | Weather Forecaster I                                     | 31.06       |             |
| 30502       | Weather Forecaster II                                    | 37.79       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.25       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.05       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 36.22       |             |
| 31020       | Bus Aide                                                 | 13.89       | ***         |
| 31030       | Bus Driver                                               | 18.48       |             |
| 31043       | Driver Courier                                           | 16.69       | ***         |
| 31260       | Parking and Lot Attendant                                | 14.46       | ***         |
| 31290       | Shuttle Bus Driver                                       | 15.30       | ***         |
| 31310       | Taxi Driver                                              | 15.30       | ***         |
| 31361       | Truckdriver, Light                                       | 17.87       |             |
| 31362       | Truckdriver, Medium                                      | 18.99       |             |
| 31363       | Truckdriver, Heavy                                       | 23.25       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.25       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.66       | ***         |
| 99030       | Cashier                                                  | 13.48       | ***         |
| 99050       | Desk Clerk                                               | 14.21       | ***         |
| 99095       | Embalmer                                                 | 35.84       |             |
| 99130       | Flight Follower                                          | 29.93       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.79       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 17.96       |             |
| 99260       | Marketing Analyst                                        | 30.92       |             |
| 99310       | Mortician                                                | 35.84       |             |
| 99410       | Pest Controller                                          | 17.84       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99510       | Photofinishing Worker           | 15.73       | ***         |
| 99710       | Recycling Laborer               | 20.50       |             |
| 99711       | Recycling Specialist            | 24.29       |             |
| 99730       | Refuse Collector                | 18.84       |             |
| 99810       | Sales Clerk                     | 14.65       | ***         |
| 99820       | School Crossing Guard           | 16.20       | ***         |
| 99830       | Survey Party Chief              | 23.64       |             |
| 99831       | Surveying Aide                  | 16.85       | ***         |
| 99832       | Surveying Technician            | 22.41       |             |
| 99840       | Vending Machine Attendant       | 18.34       |             |
| 99841       | Vending Machine Repairer        | 21.90       |             |
| 99842       | Vending Machine Repairer Helper | 18.34       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5903**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/30/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Carolina

Area: North Carolina County of Anson

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate Note</b> |
|-------------|-------------------------------------------------|------------------|
| 01000       | Administrative Support And Clerical Occupations |                  |
| 01011       | Accounting Clerk I                              | 18.36            |
| 01012       | Accounting Clerk II                             | 20.63            |
| 01013       | Accounting Clerk III                            | 23.07            |
| 01020       | Administrative Assistant                        | 32.29            |
| 01035       | Court Reporter                                  | 22.70            |
| 01041       | Customer Service Representative I               | 16.46 ***        |
| 01042       | Customer Service Representative II              | 17.95            |
| 01043       | Customer Service Representative III             | 20.14            |
| 01051       | Data Entry Operator I                           | 16.60 ***        |
| 01052       | Data Entry Operator II                          | 18.12            |
| 01060       | Dispatcher, Motor Vehicle                       | 23.14            |
| 01070       | Document Preparation Clerk                      | 18.08            |
| 01090       | Duplicating Machine Operator                    | 18.08            |
| 01111       | General Clerk I                                 | 16.09 ***        |
| 01112       | General Clerk II                                | 17.56 ***        |
| 01113       | General Clerk III                               | 19.71            |
| 01120       | Housing Referral Assistant                      | 23.14            |
| 01141       | Messenger Courier                               | 15.25 ***        |
| 01191       | Order Clerk I                                   | 17.79            |
| 01192       | Order Clerk II                                  | 19.40            |
| 01261       | Personnel Assistant (Employment) I              | 18.84            |



| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01262       | Personnel Assistant (Employment) II      | 21.08       |             |
| 01263       | Personnel Assistant (Employment) III     | 23.49       |             |
| 01270       | Production Control Clerk                 | 25.48       |             |
| 01290       | Rental Clerk                             | 18.52       |             |
| 01300       | Scheduler, Maintenance                   | 18.56       |             |
| 01311       | Secretary I                              | 18.56       |             |
| 01312       | Secretary II                             | 20.76       |             |
| 01313       | Secretary III                            | 23.14       |             |
| 01320       | Service Order Dispatcher                 | 20.69       |             |
| 01410       | Supply Technician                        | 32.29       |             |
| 01420       | Survey Worker                            | 19.79       |             |
| 01460       | Switchboard Operator/Receptionist        | 16.79       | ***         |
| 01531       | Travel Clerk I                           | 15.74       | ***         |
| 01532       | Travel Clerk II                          | 16.83       | ***         |
| 01533       | Travel Clerk III                         | 17.82       |             |
| 01611       | Word Processor I                         | 18.08       |             |
| 01612       | Word Processor II                        | 20.30       |             |
| 01613       | Word Processor III                       | 22.70       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 25.20       |             |
| 05010       | Automotive Electrician                   | 23.09       |             |
| 05040       | Automotive Glass Installer               | 21.32       |             |
| 05070       | Automotive Worker                        | 21.86       |             |
| 05110       | Mobile Equipment Servicer                | 19.02       |             |
| 05130       | Motor Equipment Metal Mechanic           | 24.27       |             |
| 05160       | Motor Equipment Metal Worker             | 21.86       |             |
| 05190       | Motor Vehicle Mechanic                   | 24.27       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 17.92       |             |
| 05250       | Motor Vehicle Upholstery Worker          | 20.81       |             |
| 05280       | Motor Vehicle Wrecker                    | 21.86       |             |
| 05310       | Painter, Automotive                      | 23.09       |             |
| 05340       | Radiator Repair Specialist               | 21.86       |             |
| 05370       | Tire Repairer                            | 17.03       | ***         |
| 05400       | Transmission Repair Specialist           | 24.27       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 14.53       | ***         |
| 07041       | Cook I                                   | 15.83       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 17.86       |             |
| 07070       | Dishwasher                                   | 14.10       | ***         |
| 07130       | Food Service Worker                          | 12.88       | ***         |
| 07210       | Meat Cutter                                  | 18.29       |             |
| 07260       | Waiter/Waitress                              | 10.96       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.67       |             |
| 09040       | Furniture Handler                            | 12.63       | ***         |
| 09080       | Furniture Refinisher                         | 19.26       |             |
| 09090       | Furniture Refinisher Helper                  | 15.04       | ***         |
| 09110       | Furniture Repairer, Minor                    | 17.19       | ***         |
| 09130       | Upholsterer                                  | 20.56       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.24       | ***         |
| 11060       | Elevator Operator                            | 15.07       | ***         |
| 11090       | Gardener                                     | 20.72       |             |
| 11122       | Housekeeping Aide                            | 15.29       | ***         |
| 11150       | Janitor                                      | 15.29       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.21       | ***         |
| 11240       | Maid or Houseman                             | 14.12       | ***         |
| 11260       | Pruner                                       | 14.66       | ***         |
| 11270       | Tractor Operator                             | 19.32       |             |
| 11330       | Trail Maintenance Worker                     | 16.21       | ***         |
| 11360       | Window Cleaner                               | 16.91       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 20.54       |             |
| 12011       | Breath Alcohol Technician                    | 25.62       |             |
| 12012       | Certified Occupational Therapist Assistant   | 36.06       |             |
| 12015       | Certified Physical Therapist Assistant       | 32.32       |             |
| 12020       | Dental Assistant                             | 23.62       |             |
| 12025       | Dental Hygienist                             | 43.48       |             |
| 12030       | EKG Technician                               | 30.13       |             |
| 12035       | Electroneurodiagnostic Technologist          | 30.13       |             |
| 12040       | Emergency Medical Technician                 | 20.54       |             |
| 12071       | Licensed Practical Nurse I                   | 22.90       |             |
| 12072       | Licensed Practical Nurse II                  | 25.62       |             |
| 12073       | Licensed Practical Nurse III                 | 28.56       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 20.38       |             |
| 12130       | Medical Laboratory Technician                        | 27.70       |             |
| 12160       | Medical Record Clerk                                 | 18.78       |             |
| 12190       | Medical Record Technician                            | 21.00       |             |
| 12195       | Medical Transcriptionist                             | 18.93       |             |
| 12210       | Nuclear Medicine Technologist                        | 42.81       |             |
| 12221       | Nursing Assistant I                                  | 13.61       | ***         |
| 12222       | Nursing Assistant II                                 | 15.31       | ***         |
| 12223       | Nursing Assistant III                                | 16.71       | ***         |
| 12224       | Nursing Assistant IV                                 | 18.75       |             |
| 12235       | Optical Dispenser                                    | 20.31       |             |
| 12236       | Optical Technician                                   | 20.82       |             |
| 12250       | Pharmacy Technician                                  | 19.55       |             |
| 12280       | Phlebotomist                                         | 19.38       |             |
| 12305       | Radiologic Technologist                              | 33.03       |             |
| 12311       | Registered Nurse I                                   | 27.75       |             |
| 12312       | Registered Nurse II                                  | 33.95       |             |
| 12313       | Registered Nurse II, Specialist                      | 33.95       |             |
| 12314       | Registered Nurse III                                 | 41.09       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 41.09       |             |
| 12316       | Registered Nurse IV                                  | 49.23       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.75       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 25.07       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.37       |             |
| 13012       | Exhibits Specialist II                               | 25.23       |             |
| 13013       | Exhibits Specialist III                              | 30.88       |             |
| 13041       | Illustrator I                                        | 20.37       |             |
| 13042       | Illustrator II                                       | 25.23       |             |
| 13043       | Illustrator III                                      | 30.88       |             |
| 13047       | Librarian                                            | 27.95       |             |
| 13050       | Library Aide/Clerk                                   | 13.38       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.23       |             |
| 13058       | Library Technician                                   | 20.13       |             |
| 13061       | Media Specialist I                                   | 18.22       |             |
| 13062       | Media Specialist II                                  | 20.37       |             |
| 13063       | Media Specialist III                                 | 22.70       |             |

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 18.22       |             |
| 13072       | Photographer II                                 | 20.37       |             |
| 13073       | Photographer III                                | 25.23       |             |
| 13074       | Photographer IV                                 | 30.88       |             |
| 13075       | Photographer V                                  | 37.36       |             |
| 13090       | Technical Order Library Clerk                   | 16.80       | ***         |
| 13110       | Video Teleconference Technician                 | 19.81       |             |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 20.48       |             |
| 14042       | Computer Operator II                            | 22.91       |             |
| 14043       | Computer Operator III                           | 25.53       |             |
| 14044       | Computer Operator IV                            | 28.38       |             |
| 14045       | Computer Operator V                             | 31.43       |             |
| 14071       | Computer Programmer I                           | 23.94       | see 1       |
| 14072       | Computer Programmer II                          |             | see 1       |
| 14073       | Computer Programmer III                         |             | see 1       |
| 14074       | Computer Programmer IV                          |             | see 1       |
| 14101       | Computer Systems Analyst I                      |             | see 1       |
| 14102       | Computer Systems Analyst II                     |             | see 1       |
| 14103       | Computer Systems Analyst III                    |             | see 1       |
| 14150       | Peripheral Equipment Operator                   | 20.48       |             |
| 14160       | Personal Computer Support Technician            | 28.38       |             |
| 14170       | System Support Specialist                       | 31.43       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 34.99       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 42.34       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 50.74       |             |
| 15050       | Computer Based Training Specialist / Instructor | 34.99       |             |
| 15060       | Educational Technologist                        | 29.62       |             |
| 15070       | Flight Instructor (Pilot)                       | 50.74       |             |
| 15080       | Graphic Artist                                  | 24.05       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.74       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 50.74       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 50.74       |             |
| 15090       | Technical Instructor                            | 25.58       |             |
| 15095       | Technical Instructor/Course Developer           | 31.28       |             |
| 15110       | Test Proctor                                    | 20.65       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15120       | Tutor                                                   | 20.65       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.54       | ***         |
| 16030       | Counter Attendant                                       | 11.54       | ***         |
| 16040       | Dry Cleaner                                             | 14.31       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.54       | ***         |
| 16090       | Presser, Hand                                           | 11.54       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.54       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.54       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.54       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.18       | ***         |
| 16220       | Tailor                                                  | 16.02       | ***         |
| 16250       | Washer, Machine                                         | 12.39       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 22.02       |             |
| 19040       | Tool And Die Maker                                      | 26.83       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.54       |             |
| 21030       | Material Coordinator                                    | 25.48       |             |
| 21040       | Material Expediter                                      | 25.48       |             |
| 21050       | Material Handling Laborer                               | 17.65       | ***         |
| 21071       | Order Filler                                            | 17.45       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.54       |             |
| 21110       | Shipping Packer                                         | 19.73       |             |
| 21130       | Shipping/Receiving Clerk                                | 19.73       |             |
| 21140       | Store Worker I                                          | 13.85       | ***         |
| 21150       | Stock Clerk                                             | 19.68       |             |
| 21210       | Tools And Parts Attendant                               | 20.54       |             |
| 21410       | Warehouse Specialist                                    | 20.54       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 31.11       |             |
| 23019       | Aircraft Logs and Records Technician                    | 25.27       |             |
| 23021       | Aircraft Mechanic I                                     | 29.63       |             |
| 23022       | Aircraft Mechanic II                                    | 31.11       |             |
| 23023       | Aircraft Mechanic III                                   | 32.57       |             |
| 23040       | Aircraft Mechanic Helper                                | 22.18       |             |
| 23050       | Aircraft, Painter                                       | 28.21       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23060       | Aircraft Servicer                                                      | 25.27       |             |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 28.21       |             |
| 23080       | Aircraft Worker                                                        | 26.69       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 26.69       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 29.63       |             |
| 23110       | Appliance Mechanic                                                     | 25.74       |             |
| 23120       | Bicycle Repairer                                                       | 19.60       |             |
| 23125       | Cable Splicer                                                          | 35.76       |             |
| 23130       | Carpenter, Maintenance                                                 | 22.15       |             |
| 23140       | Carpet Layer                                                           | 22.12       |             |
| 23160       | Electrician, Maintenance                                               | 25.43       |             |
| 23181       | Electronics Technician Maintenance I                                   | 29.93       |             |
| 23182       | Electronics Technician Maintenance II                                  | 31.66       |             |
| 23183       | Electronics Technician Maintenance III                                 | 33.40       |             |
| 23260       | Fabric Worker                                                          | 22.97       |             |
| 23290       | Fire Alarm System Mechanic                                             | 24.85       |             |
| 23310       | Fire Extinguisher Repairer                                             | 21.56       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 30.87       |             |
| 23312       | Fuel Distribution System Operator                                      | 24.55       |             |
| 23370       | General Maintenance Worker                                             | 23.20       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 29.63       |             |
| 23381       | Ground Support Equipment Servicer                                      | 25.27       |             |
| 23382       | Ground Support Equipment Worker                                        | 26.69       |             |
| 23391       | Gunsmith I                                                             | 21.56       |             |
| 23392       | Gunsmith II                                                            | 24.33       |             |
| 23393       | Gunsmith III                                                           | 27.15       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.12       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.42       |             |
| 23430       | Heavy Equipment Mechanic                                               | 27.19       |             |
| 23440       | Heavy Equipment Operator                                               | 23.11       |             |
| 23460       | Instrument Mechanic                                                    | 27.79       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 25.74       |             |
| 23470       | Laborer                                                                | 17.65       | ***         |
| 23510       | Locksmith                                                              | 23.40       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 27.92       |             |
| 23550       | Machinist, Maintenance                                                 | 25.62       |             |
| 23580       | Maintenance Trades Helper                                              | 16.78       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23591       | Metrology Technician I                            | 27.79       |             |
| 23592       | Metrology Technician II                           | 29.22       |             |
| 23593       | Metrology Technician III                          | 30.61       |             |
| 23640       | Millwright                                        | 28.66       |             |
| 23710       | Office Appliance Repairer                         | 22.87       |             |
| 23760       | Painter, Maintenance                              | 19.68       |             |
| 23790       | Pipefitter, Maintenance                           | 26.09       |             |
| 23810       | Plumber, Maintenance                              | 24.51       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 27.15       |             |
| 23850       | Rigger                                            | 27.01       |             |
| 23870       | Scale Mechanic                                    | 24.33       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 22.41       |             |
| 23910       | Small Engine Mechanic                             | 22.14       |             |
| 23931       | Telecommunications Mechanic I                     | 31.49       |             |
| 23932       | Telecommunications Mechanic II                    | 33.06       |             |
| 23950       | Telephone Lineman                                 | 27.26       |             |
| 23960       | Welder, Combination, Maintenance                  | 24.97       |             |
| 23965       | Well Driller                                      | 27.07       |             |
| 23970       | Woodcraft Worker                                  | 27.15       |             |
| 23980       | Woodworker                                        | 21.56       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.91       |             |
| 24570       | Child Care Attendant                              | 13.87       | ***         |
| 24580       | Child Care Center Clerk                           | 17.29       | ***         |
| 24610       | Chore Aide                                        | 13.28       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.91       |             |
| 24630       | Homemaker                                         | 19.91       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 27.54       |             |
| 25040       | Sewage Plant Operator                             | 20.89       |             |
| 25070       | Stationary Engineer                               | 27.54       |             |
| 25190       | Ventilation Equipment Tender                      | 20.41       |             |
| 25210       | Water Treatment Plant Operator                    | 20.89       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 20.56       |             |
| 27007       | Baggage Inspector                                 | 17.38       | ***         |
| 27008       | Corrections Officer                               | 22.85       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27010       | Court Security Officer                         | 21.76       |             |
| 27030       | Detection Dog Handler                          | 19.44       |             |
| 27040       | Detention Officer                              | 22.85       |             |
| 27070       | Firefighter                                    | 18.54       |             |
| 27101       | Guard I                                        | 17.38       | ***         |
| 27102       | Guard II                                       | 19.44       |             |
| 27131       | Police Officer I                               | 24.43       |             |
| 27132       | Police Officer II                              | 27.17       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 15.57       | ***         |
| 28042       | Carnival Equipment Repairer                    | 16.70       | ***         |
| 28043       | Carnival Worker                                | 11.81       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 18.43       |             |
| 28310       | Lifeguard                                      | 13.72       | ***         |
| 28350       | Park Attendant (Aide)                          | 20.62       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 15.05       | ***         |
| 28515       | Recreation Specialist                          | 25.54       |             |
| 28630       | Sports Official                                | 16.42       | ***         |
| 28690       | Swimming Pool Operator                         | 18.85       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 26.94       |             |
| 29020       | Hatch Tender                                   | 26.94       |             |
| 29030       | Line Handler                                   | 26.94       |             |
| 29041       | Stevedore I                                    | 25.50       |             |
| 29042       | Stevedore II                                   | 28.47       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 47.18       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.53       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.83       |             |
| 30021       | Archeological Technician I                     | 20.01       |             |
| 30022       | Archeological Technician II                    | 22.39       |             |
| 30023       | Archeological Technician III                   | 27.73       |             |
| 30030       | Cartographic Technician                        | 27.73       |             |
| 30040       | Civil Engineering Technician                   | 28.22       |             |
| 30051       | Cryogenic Technician I                         | 30.71       |             |
| 30052       | Cryogenic Technician II                        | 33.91       |             |
| 30061       | Drafter/CAD Operator I                         | 20.01       |             |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30062       | Drafter/CAD Operator II                                  | 22.39            |
| 30063       | Drafter/CAD Operator III                                 | 24.95            |
| 30064       | Drafter/CAD Operator IV                                  | 30.71            |
| 30081       | Engineering Technician I                                 | 18.24            |
| 30082       | Engineering Technician II                                | 20.47            |
| 30083       | Engineering Technician III                               | 22.89            |
| 30084       | Engineering Technician IV                                | 28.36            |
| 30085       | Engineering Technician V                                 | 34.71            |
| 30086       | Engineering Technician VI                                | 41.99            |
| 30090       | Environmental Technician                                 | 24.79            |
| 30095       | Evidence Control Specialist                              | 27.73            |
| 30210       | Laboratory Technician                                    | 25.96            |
| 30221       | Latent Fingerprint Technician I                          | 29.24            |
| 30222       | Latent Fingerprint Technician II                         | 32.30            |
| 30240       | Mathematical Technician                                  | 27.73            |
| 30361       | Paralegal/Legal Assistant I                              | 20.86            |
| 30362       | Paralegal/Legal Assistant II                             | 25.85            |
| 30363       | Paralegal/Legal Assistant III                            | 31.62            |
| 30364       | Paralegal/Legal Assistant IV                             | 38.25            |
| 30375       | Petroleum Supply Specialist                              | 33.91            |
| 30390       | Photo-Optics Technician                                  | 27.73            |
| 30395       | Radiation Control Technician                             | 33.91            |
| 30461       | Technical Writer I                                       | 26.96            |
| 30462       | Technical Writer II                                      | 32.98            |
| 30463       | Technical Writer III                                     | 39.90            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.98            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.28            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 43.48            |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.98            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.98            |
| 30501       | Weather Forecaster I                                     | 30.71            |
| 30502       | Weather Forecaster II                                    | 37.35            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.95 see 2      |
| 30621       | Weather Observer, Senior                                 | 27.73 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 36.28            |
| 31020       | Bus Aide                                                 | 14.79 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 20.09       |             |
| 31043       | Driver Courier                  | 17.27       | ***         |
| 31260       | Parking and Lot Attendant       | 15.03       | ***         |
| 31290       | Shuttle Bus Driver              | 16.78       | ***         |
| 31310       | Taxi Driver                     | 14.17       | ***         |
| 31361       | Truckdriver, Light              | 18.46       |             |
| 31362       | Truckdriver, Medium             | 20.45       |             |
| 31363       | Truckdriver, Heavy              | 24.97       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 24.97       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 17.69       | ***         |
| 99030       | Cashier                         | 12.57       | ***         |
| 99050       | Desk Clerk                      | 14.06       | ***         |
| 99095       | Embalmer                        | 31.43       |             |
| 99130       | Flight Follower                 | 29.98       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.96       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.19       |             |
| 99260       | Marketing Analyst               | 31.72       |             |
| 99310       | Mortician                       | 31.43       |             |
| 99410       | Pest Controller                 | 18.08       |             |
| 99510       | Photofinishing Worker           | 17.34       | ***         |
| 99710       | Recycling Laborer               | 17.62       | ***         |
| 99711       | Recycling Specialist            | 20.93       |             |
| 99730       | Refuse Collector                | 15.96       | ***         |
| 99810       | Sales Clerk                     | 15.12       | ***         |
| 99820       | School Crossing Guard           | 16.82       | ***         |
| 99830       | Survey Party Chief              | 25.67       |             |
| 99831       | Surveying Aide                  | 17.32       | ***         |
| 99832       | Surveying Technician            | 23.71       |             |
| 99840       | Vending Machine Attendant       | 17.74       | ***         |
| 99841       | Vending Machine Repairer        | 21.34       |             |
| 99842       | Vending Machine Repairer Helper | 17.74       | ***         |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5905**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

# EMPLOYMENT STANDARDS ADMINISTRATION

## WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/30/2025

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: South Carolina

Area: South Carolina County of Newberry

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

### Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 16.84 *** |
| 01012 | Accounting Clerk II                             | 18.90     |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01013       | Accounting Clerk III                 | 21.14       |             |
| 01020       | Administrative Assistant             | 31.95       |             |
| 01035       | Court Reporter                       | 20.75       |             |
| 01041       | Customer Service Representative I    | 15.03       | ***         |
| 01042       | Customer Service Representative II   | 16.40       | ***         |
| 01043       | Customer Service Representative III  | 18.40       |             |
| 01051       | Data Entry Operator I                | 14.45       | ***         |
| 01052       | Data Entry Operator II               | 15.77       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 19.58       |             |
| 01070       | Document Preparation Clerk           | 16.53       | ***         |
| 01090       | Duplicating Machine Operator         | 16.53       | ***         |
| 01111       | General Clerk I                      | 15.04       | ***         |
| 01112       | General Clerk II                     | 16.41       | ***         |
| 01113       | General Clerk III                    | 18.42       |             |
| 01120       | Housing Referral Assistant           | 23.12       |             |
| 01141       | Messenger Courier                    | 13.92       | ***         |
| 01191       | Order Clerk I                        | 15.64       | ***         |
| 01192       | Order Clerk II                       | 17.07       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 17.90       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.02       |             |
| 01263       | Personnel Assistant (Employment) III | 22.31       |             |
| 01270       | Production Control Clerk             | 25.53       |             |
| 01290       | Rental Clerk                         | 15.43       | ***         |
| 01300       | Scheduler, Maintenance               | 18.55       |             |
| 01311       | Secretary I                          | 18.55       |             |
| 01312       | Secretary II                         | 20.75       |             |
| 01313       | Secretary III                        | 23.12       |             |
| 01320       | Service Order Dispatcher             | 17.50       | ***         |
| 01410       | Supply Technician                    | 31.95       |             |
| 01420       | Survey Worker                        | 19.37       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.53       | ***         |
| 01531       | Travel Clerk I                       | 16.53       | ***         |
| 01532       | Travel Clerk II                      | 17.82       |             |
| 01533       | Travel Clerk III                     | 18.96       |             |
| 01611       | Word Processor I                     | 16.53       | ***         |
| 01612       | Word Processor II                    | 18.55       |             |
| 01613       | Word Processor III                   | 20.75       |             |



| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 22.53       |             |
| 05010       | Automotive Electrician                       | 19.67       |             |
| 05040       | Automotive Glass Installer                   | 18.50       |             |
| 05070       | Automotive Worker                            | 18.50       |             |
| 05110       | Mobile Equipment Servicer                    | 16.05       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 20.86       |             |
| 05160       | Motor Equipment Metal Worker                 | 18.50       |             |
| 05190       | Motor Vehicle Mechanic                       | 20.85       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 14.81       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 17.28       | ***         |
| 05280       | Motor Vehicle Wrecker                        | 18.50       |             |
| 05310       | Painter, Automotive                          | 19.67       |             |
| 05340       | Radiator Repair Specialist                   | 18.50       |             |
| 05370       | Tire Repairer                                | 16.40       | ***         |
| 05400       | Transmission Repair Specialist               | 20.86       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.93       | ***         |
| 07041       | Cook I                                       | 13.65       | ***         |
| 07042       | Cook II                                      | 15.73       | ***         |
| 07070       | Dishwasher                                   | 12.13       | ***         |
| 07130       | Food Service Worker                          | 13.61       | ***         |
| 07210       | Meat Cutter                                  | 18.89       |             |
| 07260       | Waiter/Waitress                              | 9.06        | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.11       |             |
| 09040       | Furniture Handler                            | 12.54       | ***         |
| 09080       | Furniture Refinisher                         | 20.11       |             |
| 09090       | Furniture Refinisher Helper                  | 15.14       | ***         |
| 09110       | Furniture Repairer, Minor                    | 17.66       | ***         |
| 09130       | Upholsterer                                  | 20.11       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.99       | ***         |
| 11060       | Elevator Operator                            | 14.08       | ***         |
| 11090       | Gardener                                     | 19.27       |             |
| 11122       | Housekeeping Aide                            | 14.08       | ***         |
| 11150       | Janitor                                      | 14.08       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11210       | Laborer, Grounds Maintenance               | 14.74       | ***         |
| 11240       | Maid or Houseman                           | 12.06       | ***         |
| 11260       | Pruner                                     | 13.16       | ***         |
| 11270       | Tractor Operator                           | 17.79       |             |
| 11330       | Trail Maintenance Worker                   | 14.74       | ***         |
| 11360       | Window Cleaner                             | 15.77       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 18.12       |             |
| 12011       | Breath Alcohol Technician                  | 24.95       |             |
| 12012       | Certified Occupational Therapist Assistant | 32.87       |             |
| 12015       | Certified Physical Therapist Assistant     | 31.72       |             |
| 12020       | Dental Assistant                           | 22.27       |             |
| 12025       | Dental Hygienist                           | 38.02       |             |
| 12030       | EKG Technician                             | 37.47       |             |
| 12035       | Electroneurodiagnostic Technologist        | 37.47       |             |
| 12040       | Emergency Medical Technician               | 18.12       |             |
| 12071       | Licensed Practical Nurse I                 | 22.31       |             |
| 12072       | Licensed Practical Nurse II                | 24.95       |             |
| 12073       | Licensed Practical Nurse III               | 27.81       |             |
| 12100       | Medical Assistant                          | 17.85       |             |
| 12130       | Medical Laboratory Technician              | 27.74       |             |
| 12160       | Medical Record Clerk                       | 19.71       |             |
| 12190       | Medical Record Technician                  | 22.04       |             |
| 12195       | Medical Transcriptionist                   | 22.31       |             |
| 12210       | Nuclear Medicine Technologist              | 54.83       |             |
| 12221       | Nursing Assistant I                        | 13.68       | ***         |
| 12222       | Nursing Assistant II                       | 15.39       | ***         |
| 12223       | Nursing Assistant III                      | 16.79       | ***         |
| 12224       | Nursing Assistant IV                       | 18.85       |             |
| 12235       | Optical Dispenser                          | 22.71       |             |
| 12236       | Optical Technician                         | 22.31       |             |
| 12250       | Pharmacy Technician                        | 17.85       |             |
| 12280       | Phlebotomist                               | 17.86       |             |
| 12305       | Radiologic Technologist                    | 30.05       |             |
| 12311       | Registered Nurse I                         | 25.93       |             |
| 12312       | Registered Nurse II                        | 31.71       |             |
| 12313       | Registered Nurse II, Specialist            | 31.71       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12314       | Registered Nurse III                                 | 38.37       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 38.37       |             |
| 12316       | Registered Nurse IV                                  | 46.00       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 30.91       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.56       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 19.33       |             |
| 13012       | Exhibits Specialist II                               | 23.95       |             |
| 13013       | Exhibits Specialist III                              | 29.29       |             |
| 13041       | Illustrator I                                        | 19.33       |             |
| 13042       | Illustrator II                                       | 23.95       |             |
| 13043       | Illustrator III                                      | 29.29       |             |
| 13047       | Librarian                                            | 26.52       |             |
| 13050       | Library Aide/Clerk                                   | 15.39       | ***         |
| 13054       | Library Information Technology Systems Administrator | 23.95       |             |
| 13058       | Library Technician                                   | 18.65       |             |
| 13061       | Media Specialist I                                   | 17.29       | ***         |
| 13062       | Media Specialist II                                  | 19.33       |             |
| 13063       | Media Specialist III                                 | 21.55       |             |
| 13071       | Photographer I                                       | 17.29       | ***         |
| 13072       | Photographer II                                      | 19.33       |             |
| 13073       | Photographer III                                     | 23.95       |             |
| 13074       | Photographer IV                                      | 29.29       |             |
| 13075       | Photographer V                                       | 35.45       |             |
| 13090       | Technical Order Library Clerk                        | 17.78       |             |
| 13110       | Video Teleconference Technician                      | 17.29       | ***         |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 17.01       | ***         |
| 14042       | Computer Operator II                                 | 19.02       |             |
| 14043       | Computer Operator III                                | 22.79       |             |
| 14044       | Computer Operator IV                                 | 25.39       |             |
| 14045       | Computer Operator V                                  | 28.06       |             |
| 14071       | Computer Programmer I                                | 21.78       | see 1       |
| 14072       | Computer Programmer II                               | 26.99       | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 17.01       | ***         |
| 14160       | Personal Computer Support Technician                    | 28.86       |             |
| 14170       | System Support Specialist                               | 28.06       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 31.94       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.64       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.33       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 31.94       |             |
| 15060       | Educational Technologist                                | 31.02       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.33       |             |
| 15080       | Graphic Artist                                          | 22.54       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.33       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.33       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.33       |             |
| 15090       | Technical Instructor                                    | 22.30       |             |
| 15095       | Technical Instructor/Course Developer                   | 27.27       |             |
| 15110       | Test Proctor                                            | 18.00       |             |
| 15120       | Tutor                                                   | 18.00       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.34       | ***         |
| 16030       | Counter Attendant                                       | 11.34       | ***         |
| 16040       | Dry Cleaner                                             | 13.62       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.34       | ***         |
| 16090       | Presser, Hand                                           | 11.34       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.34       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.34       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.34       | ***         |
| 16190       | Sewing Machine Operator                                 | 14.38       | ***         |
| 16220       | Tailor                                                  | 15.27       | ***         |
| 16250       | Washer, Machine                                         | 12.09       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.61       |             |
| 19040       | Tool And Die Maker                                      | 30.59       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.78       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21030       | Material Coordinator                              | 25.53       |             |
| 21040       | Material Expediter                                | 25.53       |             |
| 21050       | Material Handling Laborer                         | 16.71       | ***         |
| 21071       | Order Filler                                      | 15.15       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 19.78       |             |
| 21110       | Shipping Packer                                   | 19.47       |             |
| 21130       | Shipping/Receiving Clerk                          | 19.47       |             |
| 21140       | Store Worker I                                    | 13.70       | ***         |
| 21150       | Stock Clerk                                       | 19.04       |             |
| 21210       | Tools And Parts Attendant                         | 19.78       |             |
| 21410       | Warehouse Specialist                              | 19.78       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 27.67       |             |
| 23019       | Aircraft Logs and Records Technician              | 21.63       |             |
| 23021       | Aircraft Mechanic I                               | 26.12       |             |
| 23022       | Aircraft Mechanic II                              | 27.67       |             |
| 23023       | Aircraft Mechanic III                             | 29.11       |             |
| 23040       | Aircraft Mechanic Helper                          | 18.55       |             |
| 23050       | Aircraft, Painter                                 | 24.63       |             |
| 23060       | Aircraft Servicer                                 | 21.63       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 24.63       |             |
| 23080       | Aircraft Worker                                   | 23.16       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 23.16       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 26.12       |             |
| 23110       | Appliance Mechanic                                | 24.63       |             |
| 23120       | Bicycle Repairer                                  | 20.09       |             |
| 23125       | Cable Splicer                                     | 34.14       |             |
| 23130       | Carpenter, Maintenance                            | 22.34       |             |
| 23140       | Carpet Layer                                      | 23.16       |             |
| 23160       | Electrician, Maintenance                          | 25.91       |             |
| 23181       | Electronics Technician Maintenance I              | 25.48       |             |
| 23182       | Electronics Technician Maintenance II             | 27.09       |             |
| 23183       | Electronics Technician Maintenance III            | 28.73       |             |
| 23260       | Fabric Worker                                     | 21.63       |             |
| 23290       | Fire Alarm System Mechanic                        | 26.12       |             |
| 23310       | Fire Extinguisher Repairer                        | 20.09       |             |
| 23311       | Fuel Distribution System Mechanic                 | 26.12       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23312       | Fuel Distribution System Operator                                      | 20.09       |             |
| 23370       | General Maintenance Worker                                             | 22.11       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 26.12       |             |
| 23381       | Ground Support Equipment Servicer                                      | 21.63       |             |
| 23382       | Ground Support Equipment Worker                                        | 23.16       |             |
| 23391       | Gunsmith I                                                             | 20.09       |             |
| 23392       | Gunsmith II                                                            | 23.16       |             |
| 23393       | Gunsmith III                                                           | 26.12       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.76       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 25.18       |             |
| 23430       | Heavy Equipment Mechanic                                               | 27.49       |             |
| 23440       | Heavy Equipment Operator                                               | 21.88       |             |
| 23460       | Instrument Mechanic                                                    | 26.12       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 24.63       |             |
| 23470       | Laborer                                                                | 16.71       | ***         |
| 23510       | Locksmith                                                              | 24.63       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 28.00       |             |
| 23550       | Machinist, Maintenance                                                 | 25.01       |             |
| 23580       | Maintenance Trades Helper                                              | 18.55       |             |
| 23591       | Metrology Technician I                                                 | 26.12       |             |
| 23592       | Metrology Technician II                                                | 27.67       |             |
| 23593       | Metrology Technician III                                               | 29.11       |             |
| 23640       | Millwright                                                             | 30.54       |             |
| 23710       | Office Appliance Repairer                                              | 24.63       |             |
| 23760       | Painter, Maintenance                                                   | 23.57       |             |
| 23790       | Pipefitter, Maintenance                                                | 26.93       |             |
| 23810       | Plumber, Maintenance                                                   | 25.39       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 26.12       |             |
| 23850       | Rigger                                                                 | 26.12       |             |
| 23870       | Scale Mechanic                                                         | 23.16       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 26.12       |             |
| 23910       | Small Engine Mechanic                                                  | 23.16       |             |
| 23931       | Telecommunications Mechanic I                                          | 29.59       |             |
| 23932       | Telecommunications Mechanic II                                         | 31.35       |             |
| 23950       | Telephone Lineman                                                      | 26.12       |             |
| 23960       | Welder, Combination, Maintenance                                       | 22.39       |             |
| 23965       | Well Driller                                                           | 26.12       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23970       | Woodcraft Worker                                  | 26.12       |             |
| 23980       | Woodworker                                        | 20.09       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.12       |             |
| 24570       | Child Care Attendant                              | 12.18       | ***         |
| 24580       | Child Care Center Clerk                           | 15.18       | ***         |
| 24610       | Chore Aide                                        | 13.61       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.12       |             |
| 24630       | Homemaker                                         | 18.12       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 26.25       |             |
| 25040       | Sewage Plant Operator                             | 24.11       |             |
| 25070       | Stationary Engineer                               | 26.25       |             |
| 25190       | Ventilation Equipment Tender                      | 18.63       |             |
| 25210       | Water Treatment Plant Operator                    | 24.11       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 17.65       | ***         |
| 27007       | Baggage Inspector                                 | 16.17       | ***         |
| 27008       | Corrections Officer                               | 20.69       |             |
| 27010       | Court Security Officer                            | 21.70       |             |
| 27030       | Detection Dog Handler                             | 18.55       |             |
| 27040       | Detention Officer                                 | 20.69       |             |
| 27070       | Firefighter                                       | 19.68       |             |
| 27101       | Guard I                                           | 16.17       | ***         |
| 27102       | Guard II                                          | 18.55       |             |
| 27131       | Police Officer I                                  | 23.51       |             |
| 27132       | Police Officer II                                 | 26.13       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 13.93       | ***         |
| 28042       | Carnival Equipment Repairer                       | 15.09       | ***         |
| 28043       | Carnival Worker                                   | 10.30       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 16.91       | ***         |
| 28310       | Lifeguard                                         | 15.07       | ***         |
| 28350       | Park Attendant (Aide)                             | 18.92       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 13.81       | ***         |
| 28515       | Recreation Specialist                             | 23.44       |             |
| 28630       | Sports Official                                   | 15.07       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28690       | Swimming Pool Operator                         | 17.40 ***        |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 23.78            |
| 29020       | Hatch Tender                                   | 23.78            |
| 29030       | Line Handler                                   | 23.78            |
| 29041       | Stevedore I                                    | 22.22            |
| 29042       | Stevedore II                                   | 25.29            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99            |
| 30021       | Archeological Technician I                     | 18.90            |
| 30022       | Archeological Technician II                    | 21.14            |
| 30023       | Archeological Technician III                   | 26.19            |
| 30030       | Cartographic Technician                        | 26.19            |
| 30040       | Civil Engineering Technician                   | 26.19            |
| 30051       | Cryogenic Technician I                         | 29.01            |
| 30052       | Cryogenic Technician II                        | 32.03            |
| 30061       | Drafter/CAD Operator I                         | 18.90            |
| 30062       | Drafter/CAD Operator II                        | 21.14            |
| 30063       | Drafter/CAD Operator III                       | 23.57            |
| 30064       | Drafter/CAD Operator IV                        | 29.01            |
| 30081       | Engineering Technician I                       | 16.83 ***        |
| 30082       | Engineering Technician II                      | 18.90            |
| 30083       | Engineering Technician III                     | 21.14            |
| 30084       | Engineering Technician IV                      | 26.19            |
| 30085       | Engineering Technician V                       | 32.03            |
| 30086       | Engineering Technician VI                      | 38.75            |
| 30090       | Environmental Technician                       | 26.19            |
| 30095       | Evidence Control Specialist                    | 26.19            |
| 30210       | Laboratory Technician                          | 25.08            |
| 30221       | Latent Fingerprint Technician I                | 29.01            |
| 30222       | Latent Fingerprint Technician II               | 32.03            |
| 30240       | Mathematical Technician                        | 26.19            |
| 30361       | Paralegal/Legal Assistant I                    | 20.61            |
| 30362       | Paralegal/Legal Assistant II                   | 25.53            |
| 30363       | Paralegal/Legal Assistant III                  | 31.22            |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30364       | Paralegal/Legal Assistant IV                             | 37.77       |             |
| 30375       | Petroleum Supply Specialist                              | 32.03       |             |
| 30390       | Photo-Optics Technician                                  | 27.63       |             |
| 30395       | Radiation Control Technician                             | 32.03       |             |
| 30461       | Technical Writer I                                       | 26.19       |             |
| 30462       | Technical Writer II                                      | 32.03       |             |
| 30463       | Technical Writer III                                     | 38.75       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28       |             |
| 30501       | Weather Forecaster I                                     | 29.01       |             |
| 30502       | Weather Forecaster II                                    | 35.29       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.57       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.19       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 14.42       | ***         |
| 31030       | Bus Driver                                               | 21.13       |             |
| 31043       | Driver Courier                                           | 16.04       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.52       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.35       | ***         |
| 31310       | Taxi Driver                                              | 12.27       | ***         |
| 31361       | Truckdriver, Light                                       | 17.37       | ***         |
| 31362       | Truckdriver, Medium                                      | 18.70       |             |
| 31363       | Truckdriver, Heavy                                       | 24.12       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.12       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.27       | ***         |
| 99030       | Cashier                                                  | 11.88       | ***         |
| 99050       | Desk Clerk                                               | 12.16       | ***         |
| 99095       | Embalmer                                                 | 28.73       |             |
| 99130       | Flight Follower                                          | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I                            | 18.92       |             |
| 99252       | Laboratory Animal Caretaker II                           | 20.45       |             |
| 99260       | Marketing Analyst                                        | 32.08       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99310       | Mortician                       | 28.73       |             |
| 99410       | Pest Controller                 | 24.31       |             |
| 99510       | Photofinishing Worker           | 15.39       | ***         |
| 99710       | Recycling Laborer               | 14.15       | ***         |
| 99711       | Recycling Specialist            | 17.58       | ***         |
| 99730       | Refuse Collector                | 13.20       | ***         |
| 99810       | Sales Clerk                     | 13.88       | ***         |
| 99820       | School Crossing Guard           | 15.42       | ***         |
| 99830       | Survey Party Chief              | 20.61       |             |
| 99831       | Surveying Aide                  | 13.85       | ***         |
| 99832       | Surveying Technician            | 18.96       |             |
| 99840       | Vending Machine Attendant       | 20.85       |             |
| 99841       | Vending Machine Repairer        | 26.04       |             |
| 99842       | Vending Machine Repairer Helper | 20.85       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5907**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/30/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: South Carolina

Area: South Carolina County of Colleton

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.26       | ***         |
| 01012       | Accounting Clerk II                             | 18.26       |             |
| 01013       | Accounting Clerk III                            | 20.42       |             |
| 01020       | Administrative Assistant                        | 27.21       |             |
| 01035       | Court Reporter                                  | 20.27       |             |
| 01041       | Customer Service Representative I               | 15.71       | ***         |
| 01042       | Customer Service Representative II              | 17.14       | ***         |
| 01043       | Customer Service Representative III             | 19.24       |             |
| 01051       | Data Entry Operator I                           | 15.44       | ***         |
| 01052       | Data Entry Operator II                          | 16.85       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 20.94       |             |
| 01070       | Document Preparation Clerk                      | 16.14       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.14       | ***         |
| 01111       | General Clerk I                                 | 15.16       | ***         |
| 01112       | General Clerk II                                | 16.54       | ***         |
| 01113       | General Clerk III                               | 18.57       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01120       | Housing Referral Assistant           | 22.59       |             |
| 01141       | Messenger Courier                    | 13.15       | ***         |
| 01191       | Order Clerk I                        | 14.79       | ***         |
| 01192       | Order Clerk II                       | 16.14       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 18.12       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.27       |             |
| 01263       | Personnel Assistant (Employment) III | 22.59       |             |
| 01270       | Production Control Clerk             | 27.13       |             |
| 01290       | Rental Clerk                         | 17.95       |             |
| 01300       | Scheduler, Maintenance               | 18.12       |             |
| 01311       | Secretary I                          | 18.12       |             |
| 01312       | Secretary II                         | 20.27       |             |
| 01313       | Secretary III                        | 22.59       |             |
| 01320       | Service Order Dispatcher             | 18.72       |             |
| 01410       | Supply Technician                    | 27.21       |             |
| 01420       | Survey Worker                        | 19.31       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.66       | ***         |
| 01531       | Travel Clerk I                       | 16.14       | ***         |
| 01532       | Travel Clerk II                      | 17.19       | ***         |
| 01533       | Travel Clerk III                     | 20.13       |             |
| 01611       | Word Processor I                     | 16.14       | ***         |
| 01612       | Word Processor II                    | 18.12       |             |
| 01613       | Word Processor III                   | 20.27       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 24.75       |             |
| 05010       | Automotive Electrician               | 18.77       |             |
| 05040       | Automotive Glass Installer           | 17.70       | ***         |
| 05070       | Automotive Worker                    | 18.35       |             |
| 05110       | Mobile Equipment Servicer            | 15.41       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 20.18       |             |
| 05160       | Motor Equipment Metal Worker         | 18.35       |             |
| 05190       | Motor Vehicle Mechanic               | 20.18       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 14.46       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 17.46       | ***         |
| 05280       | Motor Vehicle Wrecker                | 18.35       |             |
| 05310       | Painter, Automotive                  | 18.77       |             |
| 05340       | Radiator Repair Specialist           | 18.35       |             |



| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05370       | Tire Repairer                                | 15.76       | ***         |
| 05400       | Transmission Repair Specialist               | 20.18       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.21       | ***         |
| 07041       | Cook I                                       | 11.95       | ***         |
| 07042       | Cook II                                      | 13.73       | ***         |
| 07070       | Dishwasher                                   | 12.02       | ***         |
| 07130       | Food Service Worker                          | 12.93       | ***         |
| 07210       | Meat Cutter                                  | 17.89       |             |
| 07260       | Waiter/Waitress                              | 9.10        | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.86       |             |
| 09040       | Furniture Handler                            | 13.94       | ***         |
| 09080       | Furniture Refinisher                         | 21.86       |             |
| 09090       | Furniture Refinisher Helper                  | 16.65       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.26       |             |
| 09130       | Upholsterer                                  | 21.86       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.45       | ***         |
| 11060       | Elevator Operator                            | 13.56       | ***         |
| 11090       | Gardener                                     | 19.80       |             |
| 11122       | Housekeeping Aide                            | 13.04       | ***         |
| 11150       | Janitor                                      | 13.04       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 15.38       | ***         |
| 11240       | Maid or Houseman                             | 12.87       | ***         |
| 11260       | Pruner                                       | 13.87       | ***         |
| 11270       | Tractor Operator                             | 18.38       |             |
| 11330       | Trail Maintenance Worker                     | 15.38       | ***         |
| 11360       | Window Cleaner                               | 14.46       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 20.00       |             |
| 12011       | Breath Alcohol Technician                    | 24.43       |             |
| 12012       | Certified Occupational Therapist Assistant   | 33.53       |             |
| 12015       | Certified Physical Therapist Assistant       | 34.54       |             |
| 12020       | Dental Assistant                             | 21.58       |             |
| 12025       | Dental Hygienist                             | 40.07       |             |
| 12030       | EKG Technician                               | 37.04       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12035       | Electroneurodiagnostic Technologist  | 37.04       |             |
| 12040       | Emergency Medical Technician         | 20.00       |             |
| 12071       | Licensed Practical Nurse I           | 21.85       |             |
| 12072       | Licensed Practical Nurse II          | 24.43       |             |
| 12073       | Licensed Practical Nurse III         | 27.25       |             |
| 12100       | Medical Assistant                    | 17.32       | ***         |
| 12130       | Medical Laboratory Technician        | 25.72       |             |
| 12160       | Medical Record Clerk                 | 19.10       |             |
| 12190       | Medical Record Technician            | 21.37       |             |
| 12195       | Medical Transcriptionist             | 17.71       | ***         |
| 12210       | Nuclear Medicine Technologist        | 53.69       |             |
| 12221       | Nursing Assistant I                  | 13.51       | ***         |
| 12222       | Nursing Assistant II                 | 15.20       | ***         |
| 12223       | Nursing Assistant III                | 16.59       | ***         |
| 12224       | Nursing Assistant IV                 | 18.62       |             |
| 12235       | Optical Dispenser                    | 24.20       |             |
| 12236       | Optical Technician                   | 21.85       |             |
| 12250       | Pharmacy Technician                  | 17.31       | ***         |
| 12280       | Phlebotomist                         | 17.35       | ***         |
| 12305       | Radiologic Technologist              | 32.32       |             |
| 12311       | Registered Nurse I                   | 26.13       |             |
| 12312       | Registered Nurse II                  | 31.95       |             |
| 12313       | Registered Nurse II, Specialist      | 31.95       |             |
| 12314       | Registered Nurse III                 | 38.66       |             |
| 12315       | Registered Nurse III, Anesthetist    | 38.66       |             |
| 12316       | Registered Nurse IV                  | 46.35       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 30.27       |             |
| 12320       | Substance Abuse Treatment Counselor  | 28.25       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 21.68       |             |
| 13012       | Exhibits Specialist II               | 26.86       |             |
| 13013       | Exhibits Specialist III              | 32.86       |             |
| 13041       | Illustrator I                        | 21.68       |             |
| 13042       | Illustrator II                       | 26.86       |             |
| 13043       | Illustrator III                      | 32.86       |             |
| 13047       | Librarian                            | 29.75       |             |
| 13050       | Library Aide/Clerk                   | 15.85       | ***         |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13054       | Library Information Technology Systems Administrator | 26.86       |             |
| 13058       | Library Technician                                   | 17.80       |             |
| 13061       | Media Specialist I                                   | 19.38       |             |
| 13062       | Media Specialist II                                  | 21.68       |             |
| 13063       | Media Specialist III                                 | 24.18       |             |
| 13071       | Photographer I                                       | 19.38       |             |
| 13072       | Photographer II                                      | 21.68       |             |
| 13073       | Photographer III                                     | 26.86       |             |
| 13074       | Photographer IV                                      | 32.86       |             |
| 13075       | Photographer V                                       | 39.76       |             |
| 13090       | Technical Order Library Clerk                        | 19.90       |             |
| 13110       | Video Teleconference Technician                      | 19.38       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 17.79       |             |
| 14042       | Computer Operator II                                 | 19.90       |             |
| 14043       | Computer Operator III                                | 22.20       |             |
| 14044       | Computer Operator IV                                 | 24.66       |             |
| 14045       | Computer Operator V                                  | 27.31       |             |
| 14071       | Computer Programmer I                                | 25.00       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 17.79       |             |
| 14160       | Personal Computer Support Technician                 | 24.66       |             |
| 14170       | System Support Specialist                            | 27.31       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 31.08       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 37.60       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 45.08       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 31.08       |             |
| 15060       | Educational Technologist                             | 37.28       |             |
| 15070       | Flight Instructor (Pilot)                            | 45.08       |             |
| 15080       | Graphic Artist                                       | 25.45       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop              | 45.08       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 45.08       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 45.08       |             |
| 15090       | Technical Instructor                                    | 22.84       |             |
| 15095       | Technical Instructor/Course Developer                   | 27.94       |             |
| 15110       | Test Proctor                                            | 18.43       |             |
| 15120       | Tutor                                                   | 18.43       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.68       | ***         |
| 16030       | Counter Attendant                                       | 11.68       | ***         |
| 16040       | Dry Cleaner                                             | 14.10       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.68       | ***         |
| 16090       | Presser, Hand                                           | 11.68       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.68       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.68       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.68       | ***         |
| 16190       | Sewing Machine Operator                                 | 14.84       | ***         |
| 16220       | Tailor                                                  | 15.56       | ***         |
| 16250       | Washer, Machine                                         | 12.30       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 25.59       |             |
| 19040       | Tool And Die Maker                                      | 31.43       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.97       |             |
| 21030       | Material Coordinator                                    | 27.13       |             |
| 21040       | Material Expediter                                      | 27.13       |             |
| 21050       | Material Handling Laborer                               | 17.31       | ***         |
| 21071       | Order Filler                                            | 15.27       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.97       |             |
| 21110       | Shipping Packer                                         | 18.62       |             |
| 21130       | Shipping/Receiving Clerk                                | 18.62       |             |
| 21140       | Store Worker I                                          | 14.51       | ***         |
| 21150       | Stock Clerk                                             | 19.67       |             |
| 21210       | Tools And Parts Attendant                               | 20.97       |             |
| 21410       | Warehouse Specialist                                    | 20.97       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 28.57       |             |
| 23019       | Aircraft Logs and Records Technician                    | 22.55       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23021       | Aircraft Mechanic I                                                    | 27.08            |
| 23022       | Aircraft Mechanic II                                                   | 28.57            |
| 23023       | Aircraft Mechanic III                                                  | 29.98            |
| 23040       | Aircraft Mechanic Helper                                               | 19.49            |
| 23050       | Aircraft, Painter                                                      | 25.59            |
| 23060       | Aircraft Servicer                                                      | 22.55            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 25.59            |
| 23080       | Aircraft Worker                                                        | 24.13            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 24.13            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 27.08            |
| 23110       | Appliance Mechanic                                                     | 25.59            |
| 23120       | Bicycle Repairer                                                       | 21.01            |
| 23125       | Cable Splicer                                                          | 35.66            |
| 23130       | Carpenter, Maintenance                                                 | 21.72            |
| 23140       | Carpet Layer                                                           | 24.13            |
| 23160       | Electrician, Maintenance                                               | 27.43            |
| 23181       | Electronics Technician Maintenance I                                   | 24.13            |
| 23182       | Electronics Technician Maintenance II                                  | 25.59            |
| 23183       | Electronics Technician Maintenance III                                 | 27.08            |
| 23260       | Fabric Worker                                                          | 22.55            |
| 23290       | Fire Alarm System Mechanic                                             | 27.08            |
| 23310       | Fire Extinguisher Repairer                                             | 21.01            |
| 23311       | Fuel Distribution System Mechanic                                      | 27.08            |
| 23312       | Fuel Distribution System Operator                                      | 21.01            |
| 23370       | General Maintenance Worker                                             | 19.62            |
| 23380       | Ground Support Equipment Mechanic                                      | 27.08            |
| 23381       | Ground Support Equipment Servicer                                      | 22.55            |
| 23382       | Ground Support Equipment Worker                                        | 24.13            |
| 23391       | Gunsmith I                                                             | 21.01            |
| 23392       | Gunsmith II                                                            | 24.13            |
| 23393       | Gunsmith III                                                           | 27.08            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 24.14            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 25.47            |
| 23430       | Heavy Equipment Mechanic                                               | 25.26            |
| 23440       | Heavy Equipment Operator                                               | 20.56            |
| 23460       | Instrument Mechanic                                                    | 27.08            |
| 23465       | Laboratory/Shelter Mechanic                                            | 25.59            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 23470       | Laborer                                           | 17.31 ***        |
| 23510       | Locksmith                                         | 25.59            |
| 23530       | Machinery Maintenance Mechanic                    | 29.69            |
| 23550       | Machinist, Maintenance                            | 24.61            |
| 23580       | Maintenance Trades Helper                         | 18.17            |
| 23591       | Metrology Technician I                            | 27.08            |
| 23592       | Metrology Technician II                           | 28.57            |
| 23593       | Metrology Technician III                          | 29.98            |
| 23640       | Millwright                                        | 25.54            |
| 23710       | Office Appliance Repairer                         | 25.59            |
| 23760       | Painter, Maintenance                              | 22.99            |
| 23790       | Pipefitter, Maintenance                           | 29.28            |
| 23810       | Plumber, Maintenance                              | 27.73            |
| 23820       | Pneudraulic Systems Mechanic                      | 27.08            |
| 23850       | Rigger                                            | 27.08            |
| 23870       | Scale Mechanic                                    | 24.13            |
| 23890       | Sheet-Metal Worker, Maintenance                   | 27.08            |
| 23910       | Small Engine Mechanic                             | 20.80            |
| 23931       | Telecommunications Mechanic I                     | 30.23            |
| 23932       | Telecommunications Mechanic II                    | 31.82            |
| 23950       | Telephone Lineman                                 | 27.08            |
| 23960       | Welder, Combination, Maintenance                  | 21.98            |
| 23965       | Well Driller                                      | 27.08            |
| 23970       | Woodcraft Worker                                  | 27.08            |
| 23980       | Woodworker                                        | 21.01            |
| 24000       | Personal Needs Occupations                        |                  |
| 24550       | Case Manager                                      | 18.00            |
| 24570       | Child Care Attendant                              | 12.75 ***        |
| 24580       | Child Care Center Clerk                           | 15.89 ***        |
| 24610       | Chore Aide                                        | 12.93 ***        |
| 24620       | Family Readiness And Support Services Coordinator | 18.00            |
| 24630       | Homemaker                                         | 18.00            |
| 25000       | Plant And System Operations Occupations           |                  |
| 25010       | Boiler Tender                                     | 24.07            |
| 25040       | Sewage Plant Operator                             | 20.85            |
| 25070       | Stationary Engineer                               | 24.07            |
| 25190       | Ventilation Equipment Tender                      | 17.67 ***        |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25210       | Water Treatment Plant Operator                 | 20.85       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 15.90       | ***         |
| 27007       | Baggage Inspector                              | 15.24       | ***         |
| 27008       | Corrections Officer                            | 22.83       |             |
| 27010       | Court Security Officer                         | 21.92       |             |
| 27030       | Detection Dog Handler                          | 17.05       | ***         |
| 27040       | Detention Officer                              | 22.83       |             |
| 27070       | Firefighter                                    | 19.65       |             |
| 27101       | Guard I                                        | 15.24       | ***         |
| 27102       | Guard II                                       | 17.05       | ***         |
| 27131       | Police Officer I                               | 21.97       |             |
| 27132       | Police Officer II                              | 24.41       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.23       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.33       | ***         |
| 28043       | Carnival Worker                                | 10.74       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 19.28       |             |
| 28310       | Lifeguard                                      | 17.18       | ***         |
| 28350       | Park Attendant (Aide)                          | 21.57       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 15.74       | ***         |
| 28515       | Recreation Specialist                          | 26.71       |             |
| 28630       | Sports Official                                | 17.18       | ***         |
| 28690       | Swimming Pool Operator                         | 17.62       | ***         |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 24.74       |             |
| 29020       | Hatch Tender                                   | 24.74       |             |
| 29030       | Line Handler                                   | 24.74       |             |
| 29041       | Stevedore I                                    | 23.19       |             |
| 29042       | Stevedore II                                   | 26.18       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99       |             |
| 30021       | Archeological Technician I                     | 19.14       |             |
| 30022       | Archeological Technician II                    | 20.96       |             |
| 30023       | Archeological Technician III                   | 26.46       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30030       | Cartographic Technician                  | 27.71            |
| 30040       | Civil Engineering Technician             | 25.75            |
| 30051       | Cryogenic Technician I                   | 28.74            |
| 30052       | Cryogenic Technician II                  | 31.76            |
| 30061       | Drafter/CAD Operator I                   | 19.14            |
| 30062       | Drafter/CAD Operator II                  | 20.96            |
| 30063       | Drafter/CAD Operator III                 | 23.35            |
| 30064       | Drafter/CAD Operator IV                  | 28.74            |
| 30081       | Engineering Technician I                 | 16.05 ***        |
| 30082       | Engineering Technician II                | 18.01            |
| 30083       | Engineering Technician III               | 20.15            |
| 30084       | Engineering Technician IV                | 24.97            |
| 30085       | Engineering Technician V                 | 30.54            |
| 30086       | Engineering Technician VI                | 36.95            |
| 30090       | Environmental Technician                 | 26.46            |
| 30095       | Evidence Control Specialist              | 26.46            |
| 30210       | Laboratory Technician                    | 27.26            |
| 30221       | Latent Fingerprint Technician I          | 28.74            |
| 30222       | Latent Fingerprint Technician II         | 31.76            |
| 30240       | Mathematical Technician                  | 26.46            |
| 30361       | Paralegal/Legal Assistant I              | 22.44            |
| 30362       | Paralegal/Legal Assistant II             | 27.80            |
| 30363       | Paralegal/Legal Assistant III            | 33.99            |
| 30364       | Paralegal/Legal Assistant IV             | 41.13            |
| 30375       | Petroleum Supply Specialist              | 32.36            |
| 30390       | Photo-Optics Technician                  | 26.46            |
| 30395       | Radiation Control Technician             | 32.36            |
| 30461       | Technical Writer I                       | 25.96            |
| 30462       | Technical Writer II                      | 31.76            |
| 30463       | Technical Writer III                     | 38.41            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 29.28            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 35.43            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 42.46            |
| 30494       | Unexploded (UXO) Safety Escort           | 29.28            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 29.28            |
| 30501       | Weather Forecaster I                     | 28.74            |
| 30502       | Weather Forecaster II                    | 34.97            |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.35       | see 2       |
| 30621       | Weather Observer, Senior                                 | 25.96       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 14.63       | ***         |
| 31030       | Bus Driver                                               | 19.97       |             |
| 31043       | Driver Courier                                           | 15.03       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.27       | ***         |
| 31290       | Shuttle Bus Driver                                       | 13.98       | ***         |
| 31310       | Taxi Driver                                              | 16.90       | ***         |
| 31361       | Truckdriver, Light                                       | 16.14       | ***         |
| 31362       | Truckdriver, Medium                                      | 17.26       | ***         |
| 31363       | Truckdriver, Heavy                                       | 26.61       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 26.61       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.27       | ***         |
| 99030       | Cashier                                                  | 11.31       | ***         |
| 99050       | Desk Clerk                                               | 13.01       | ***         |
| 99095       | Embalmer                                                 | 29.43       |             |
| 99130       | Flight Follower                                          | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I                            | 17.83       |             |
| 99252       | Laboratory Animal Caretaker II                           | 19.15       |             |
| 99260       | Marketing Analyst                                        | 29.22       |             |
| 99310       | Mortician                                                | 29.43       |             |
| 99410       | Pest Controller                                          | 17.33       | ***         |
| 99510       | Photofinishing Worker                                    | 15.39       | ***         |
| 99710       | Recycling Laborer                                        | 13.91       | ***         |
| 99711       | Recycling Specialist                                     | 16.09       | ***         |
| 99730       | Refuse Collector                                         | 12.78       | ***         |
| 99810       | Sales Clerk                                              | 13.31       | ***         |
| 99820       | School Crossing Guard                                    | 16.20       | ***         |
| 99830       | Survey Party Chief                                       | 21.27       |             |
| 99831       | Surveying Aide                                           | 16.13       | ***         |
| 99832       | Surveying Technician                                     | 19.33       |             |
| 99840       | Vending Machine Attendant                                | 21.46       |             |
| 99841       | Vending Machine Repairer                                 | 26.57       |             |
| 99842       | Vending Machine Repairer Helper                          | 21.46       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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**Wage Determination No. : 2015-5909**

# REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/30/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Georgia

Area: Georgia County of Lumpkin

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

## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 19.04 |      |
| 01012 | Accounting Clerk II                             | 21.37 |      |
| 01013 | Accounting Clerk III                            | 23.90 |      |
| 01020 | Administrative Assistant                        | 32.46 |      |
| 01035 | Court Reporter                                  | 23.02 |      |
| 01041 | Customer Service Representative I               | 16.61 | ***  |
| 01042 | Customer Service Representative II              | 18.13 |      |
| 01043 | Customer Service Representative III             | 20.35 |      |
| 01051 | Data Entry Operator I                           | 16.40 | ***  |
| 01052 | Data Entry Operator II                          | 17.90 |      |
| 01060 | Dispatcher, Motor Vehicle                       | 23.98 |      |
| 01070 | Document Preparation Clerk                      | 16.24 | ***  |
| 01090 | Duplicating Machine Operator                    | 16.24 | ***  |
| 01111 | General Clerk I                                 | 16.47 | ***  |
| 01112 | General Clerk II                                | 17.98 |      |
| 01113 | General Clerk III                               | 20.18 |      |
| 01120 | Housing Referral Assistant                      | 24.04 |      |
| 01141 | Messenger Courier                               | 14.95 | ***  |
| 01191 | Order Clerk I                                   | 16.96 | ***  |
| 01192 | Order Clerk II                                  | 18.51 |      |
| 01261 | Personnel Assistant (Employment) I              | 18.87 |      |
| 01262 | Personnel Assistant (Employment) II             | 21.10 |      |
| 01263 | Personnel Assistant (Employment) III            | 23.52 |      |
| 01270 | Production Control Clerk                        | 24.48 |      |
| 01290 | Rental Clerk                                    | 16.73 | ***  |
| 01300 | Scheduler, Maintenance                          | 17.90 |      |
| 01311 | Secretary I                                     | 17.90 |      |
| 01312 | Secretary II                                    | 20.02 |      |
| 01313 | Secretary III                                   | 22.33 |      |
| 01320 | Service Order Dispatcher                        | 21.44 |      |
| 01410 | Supply Technician                               | 32.46 |      |
| 01420 | Survey Worker                                   | 20.10 |      |
| 01460 | Switchboard Operator/Receptionist               | 16.48 | ***  |
| 01531 | Travel Clerk I                                  | 17.20 | ***  |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01532       | Travel Clerk II                              | 18.79       |             |
| 01533       | Travel Clerk III                             | 20.24       |             |
| 01611       | Word Processor I                             | 15.06       | ***         |
| 01612       | Word Processor II                            | 16.90       | ***         |
| 01613       | Word Processor III                           | 18.91       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 24.46       |             |
| 05010       | Automotive Electrician                       | 23.66       |             |
| 05040       | Automotive Glass Installer                   | 22.08       |             |
| 05070       | Automotive Worker                            | 22.08       |             |
| 05110       | Mobile Equipment Servicer                    | 18.58       |             |
| 05130       | Motor Equipment Metal Mechanic               | 24.99       |             |
| 05160       | Motor Equipment Metal Worker                 | 22.08       |             |
| 05190       | Motor Vehicle Mechanic                       | 24.99       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.56       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 20.33       |             |
| 05280       | Motor Vehicle Wrecker                        | 22.08       |             |
| 05310       | Painter, Automotive                          | 23.66       |             |
| 05340       | Radiator Repair Specialist                   | 22.08       |             |
| 05370       | Tire Repairer                                | 17.05       | ***         |
| 05400       | Transmission Repair Specialist               | 24.99       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 14.03       | ***         |
| 07041       | Cook I                                       | 15.76       | ***         |
| 07042       | Cook II                                      | 18.07       |             |
| 07070       | Dishwasher                                   | 12.23       | ***         |
| 07130       | Food Service Worker                          | 14.45       | ***         |
| 07210       | Meat Cutter                                  | 15.82       | ***         |
| 07260       | Waiter/Waitress                              | 10.67       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.15       |             |
| 09040       | Furniture Handler                            | 12.05       | ***         |
| 09080       | Furniture Refinisher                         | 18.66       |             |
| 09090       | Furniture Refinisher Helper                  | 13.51       | ***         |
| 09110       | Furniture Repairer, Minor                    | 16.18       | ***         |
| 09130       | Upholsterer                                  | 20.68       |             |
| 11000       | General Services And Support Occupations     |             |             |



| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11030       | Cleaner, Vehicles                          | 15.11       | ***         |
| 11060       | Elevator Operator                          | 15.59       | ***         |
| 11090       | Gardener                                   | 24.46       |             |
| 11122       | Housekeeping Aide                          | 15.59       | ***         |
| 11150       | Janitor                                    | 15.59       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 17.80       |             |
| 11240       | Maid or Houseman                           | 13.29       | ***         |
| 11260       | Pruner                                     | 15.52       | ***         |
| 11270       | Tractor Operator                           | 22.28       |             |
| 11330       | Trail Maintenance Worker                   | 17.80       |             |
| 11360       | Window Cleaner                             | 17.89       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 19.37       |             |
| 12011       | Breath Alcohol Technician                  | 24.57       |             |
| 12012       | Certified Occupational Therapist Assistant | 30.78       |             |
| 12015       | Certified Physical Therapist Assistant     | 36.14       |             |
| 12020       | Dental Assistant                           | 22.15       |             |
| 12025       | Dental Hygienist                           | 43.51       |             |
| 12030       | EKG Technician                             | 33.83       |             |
| 12035       | Electroneurodiagnostic Technologist        | 33.83       |             |
| 12040       | Emergency Medical Technician               | 19.37       |             |
| 12071       | Licensed Practical Nurse I                 | 21.97       |             |
| 12072       | Licensed Practical Nurse II                | 24.57       |             |
| 12073       | Licensed Practical Nurse III               | 27.40       |             |
| 12100       | Medical Assistant                          | 19.37       |             |
| 12130       | Medical Laboratory Technician              | 29.32       |             |
| 12160       | Medical Record Clerk                       | 19.58       |             |
| 12190       | Medical Record Technician                  | 22.00       |             |
| 12195       | Medical Transcriptionist                   | 19.97       |             |
| 12210       | Nuclear Medicine Technologist              | 49.09       |             |
| 12221       | Nursing Assistant I                        | 13.73       | ***         |
| 12222       | Nursing Assistant II                       | 15.45       | ***         |
| 12223       | Nursing Assistant III                      | 16.86       | ***         |
| 12224       | Nursing Assistant IV                       | 18.92       |             |
| 12235       | Optical Dispenser                          | 22.28       |             |
| 12236       | Optical Technician                         | 21.83       |             |
| 12250       | Pharmacy Technician                        | 18.71       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate Note</b> |
|-------------|------------------------------------------------------|------------------|
| 12280       | Phlebotomist                                         | 18.91            |
| 12305       | Radiologic Technologist                              | 31.86            |
| 12311       | Registered Nurse I                                   | 26.11            |
| 12312       | Registered Nurse II                                  | 31.94            |
| 12313       | Registered Nurse II, Specialist                      | 31.94            |
| 12314       | Registered Nurse III                                 | 38.64            |
| 12315       | Registered Nurse III, Anesthetist                    | 38.64            |
| 12316       | Registered Nurse IV                                  | 46.33            |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 30.45            |
| 12320       | Substance Abuse Treatment Counselor                  | 23.55            |
| 13000       | Information And Arts Occupations                     |                  |
| 13011       | Exhibits Specialist I                                | 26.26            |
| 13012       | Exhibits Specialist II                               | 32.54            |
| 13013       | Exhibits Specialist III                              | 39.80            |
| 13041       | Illustrator I                                        | 26.26            |
| 13042       | Illustrator II                                       | 32.54            |
| 13043       | Illustrator III                                      | 39.80            |
| 13047       | Librarian                                            | 37.49            |
| 13050       | Library Aide/Clerk                                   | 19.05            |
| 13054       | Library Information Technology Systems Administrator | 33.85            |
| 13058       | Library Technician                                   | 16.96 ***        |
| 13061       | Media Specialist I                                   | 24.43            |
| 13062       | Media Specialist II                                  | 27.33            |
| 13063       | Media Specialist III                                 | 30.46            |
| 13071       | Photographer I                                       | 20.53            |
| 13072       | Photographer II                                      | 22.96            |
| 13073       | Photographer III                                     | 28.44            |
| 13074       | Photographer IV                                      | 34.79            |
| 13075       | Photographer V                                       | 41.07            |
| 13090       | Technical Order Library Clerk                        | 23.93            |
| 13110       | Video Teleconference Technician                      | 24.60            |
| 14000       | Information Technology Occupations                   |                  |
| 14041       | Computer Operator I                                  | 21.15            |
| 14042       | Computer Operator II                                 | 23.66            |
| 14043       | Computer Operator III                                | 26.39            |
| 14044       | Computer Operator IV                                 | 29.33            |
| 14045       | Computer Operator V                                  | 32.47            |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14071       | Computer Programmer I                                   | 25.70       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 21.15       |             |
| 14160       | Personal Computer Support Technician                    | 29.33       |             |
| 14170       | System Support Specialist                               | 35.94       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 35.98       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 43.54       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 52.20       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 35.98       |             |
| 15060       | Educational Technologist                                | 41.03       |             |
| 15070       | Flight Instructor (Pilot)                               | 52.20       |             |
| 15080       | Graphic Artist                                          | 28.59       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 52.20       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 52.20       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 52.20       |             |
| 15090       | Technical Instructor                                    | 25.59       |             |
| 15095       | Technical Instructor/Course Developer                   | 31.30       |             |
| 15110       | Test Proctor                                            | 20.66       |             |
| 15120       | Tutor                                                   | 20.66       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.86       | ***         |
| 16030       | Counter Attendant                                       | 11.86       | ***         |
| 16040       | Dry Cleaner                                             | 14.23       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.86       | ***         |
| 16090       | Presser, Hand                                           | 11.86       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.86       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.86       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.86       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.42       | ***         |
| 16220       | Tailor                                                  | 16.60       | ***         |
| 16250       | Washer, Machine                                         | 13.28       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 23.00       |             |
| 19040       | Tool And Die Maker                                | 28.71       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 21.74       |             |
| 21030       | Material Coordinator                              | 24.48       |             |
| 21040       | Material Expediter                                | 24.48       |             |
| 21050       | Material Handling Laborer                         | 17.86       |             |
| 21071       | Order Filler                                      | 17.45       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 21.74       |             |
| 21110       | Shipping Packer                                   | 20.55       |             |
| 21130       | Shipping/Receiving Clerk                          | 20.55       |             |
| 21140       | Store Worker I                                    | 14.34       | ***         |
| 21150       | Stock Clerk                                       | 21.87       |             |
| 21210       | Tools And Parts Attendant                         | 21.74       |             |
| 21410       | Warehouse Specialist                              | 21.74       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 32.19       |             |
| 23019       | Aircraft Logs and Records Technician              | 24.77       |             |
| 23021       | Aircraft Mechanic I                               | 30.37       |             |
| 23022       | Aircraft Mechanic II                              | 32.19       |             |
| 23023       | Aircraft Mechanic III                             | 33.95       |             |
| 23040       | Aircraft Mechanic Helper                          | 20.70       |             |
| 23050       | Aircraft, Painter                                 | 26.72       |             |
| 23060       | Aircraft Servicer                                 | 24.77       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 26.72       |             |
| 23080       | Aircraft Worker                                   | 26.55       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 26.55       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 30.37       |             |
| 23110       | Appliance Mechanic                                | 24.38       |             |
| 23120       | Bicycle Repairer                                  | 17.70       | ***         |
| 23125       | Cable Splicer                                     | 35.17       |             |
| 23130       | Carpenter, Maintenance                            | 22.98       |             |
| 23140       | Carpet Layer                                      | 20.85       |             |
| 23160       | Electrician, Maintenance                          | 26.72       |             |
| 23181       | Electronics Technician Maintenance I              | 32.01       |             |
| 23182       | Electronics Technician Maintenance II             | 34.17       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23183       | Electronics Technician Maintenance III                                 | 36.32            |
| 23260       | Fabric Worker                                                          | 21.22            |
| 23290       | Fire Alarm System Mechanic                                             | 22.74            |
| 23310       | Fire Extinguisher Repairer                                             | 19.47            |
| 23311       | Fuel Distribution System Mechanic                                      | 26.02            |
| 23312       | Fuel Distribution System Operator                                      | 19.47            |
| 23370       | General Maintenance Worker                                             | 22.53            |
| 23380       | Ground Support Equipment Mechanic                                      | 30.37            |
| 23381       | Ground Support Equipment Servicer                                      | 24.77            |
| 23382       | Ground Support Equipment Worker                                        | 26.55            |
| 23391       | Gunsmith I                                                             | 20.52            |
| 23392       | Gunsmith II                                                            | 23.03            |
| 23393       | Gunsmith III                                                           | 26.02            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 24.73            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.20            |
| 23430       | Heavy Equipment Mechanic                                               | 27.93            |
| 23440       | Heavy Equipment Operator                                               | 21.02            |
| 23460       | Instrument Mechanic                                                    | 26.14            |
| 23465       | Laboratory/Shelter Mechanic                                            | 24.48            |
| 23470       | Laborer                                                                | 17.86            |
| 23510       | Locksmith                                                              | 24.48            |
| 23530       | Machinery Maintenance Mechanic                                         | 28.44            |
| 23550       | Machinist, Maintenance                                                 | 24.05            |
| 23580       | Maintenance Trades Helper                                              | 17.47 ***        |
| 23591       | Metrology Technician I                                                 | 26.14            |
| 23592       | Metrology Technician II                                                | 27.69            |
| 23593       | Metrology Technician III                                               | 29.21            |
| 23640       | Millwright                                                             | 26.02            |
| 23710       | Office Appliance Repairer                                              | 22.25            |
| 23760       | Painter, Maintenance                                                   | 21.55            |
| 23790       | Pipefitter, Maintenance                                                | 27.19            |
| 23810       | Plumber, Maintenance                                                   | 25.59            |
| 23820       | Pneudraulic Systems Mechanic                                           | 26.02            |
| 23850       | Rigger                                                                 | 26.02            |
| 23870       | Scale Mechanic                                                         | 22.94            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 21.55            |
| 23910       | Small Engine Mechanic                                                  | 21.12            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23931       | Telecommunications Mechanic I                     | 29.63       |             |
| 23932       | Telecommunications Mechanic II                    | 31.40       |             |
| 23950       | Telephone Lineman                                 | 26.22       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.68       |             |
| 23965       | Well Driller                                      | 26.02       |             |
| 23970       | Woodcraft Worker                                  | 26.02       |             |
| 23980       | Woodworker                                        | 19.47       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 16.97       | ***         |
| 24570       | Child Care Attendant                              | 13.57       | ***         |
| 24580       | Child Care Center Clerk                           | 16.81       | ***         |
| 24610       | Chore Aide                                        | 12.89       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 16.97       | ***         |
| 24630       | Homemaker                                         | 18.44       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 24.63       |             |
| 25040       | Sewage Plant Operator                             | 20.86       |             |
| 25070       | Stationary Engineer                               | 24.63       |             |
| 25190       | Ventilation Equipment Tender                      | 16.52       | ***         |
| 25210       | Water Treatment Plant Operator                    | 20.86       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 19.03       |             |
| 27007       | Baggage Inspector                                 | 16.73       | ***         |
| 27008       | Corrections Officer                               | 20.59       |             |
| 27010       | Court Security Officer                            | 21.24       |             |
| 27030       | Detection Dog Handler                             | 19.47       |             |
| 27040       | Detention Officer                                 | 20.59       |             |
| 27070       | Firefighter                                       | 19.77       |             |
| 27101       | Guard I                                           | 16.73       | ***         |
| 27102       | Guard II                                          | 19.47       |             |
| 27131       | Police Officer I                                  | 23.84       |             |
| 27132       | Police Officer II                                 | 26.49       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 16.78       | ***         |
| 28042       | Carnival Equipment Repairer                       | 18.44       |             |
| 28043       | Carnival Worker                                   | 11.66       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 16.79       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 28310       | Lifeguard                                      | 14.11       | ***         |
| 28350       | Park Attendant (Aide)                          | 18.79       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 13.16       | ***         |
| 28515       | Recreation Specialist                          | 22.34       |             |
| 28630       | Sports Official                                | 14.36       | ***         |
| 28690       | Swimming Pool Operator                         | 21.71       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 21.60       |             |
| 29020       | Hatch Tender                                   | 21.60       |             |
| 29030       | Line Handler                                   | 21.60       |             |
| 29041       | Stevedore I                                    | 19.99       |             |
| 29042       | Stevedore II                                   | 23.09       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.72       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.60       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.00       |             |
| 30021       | Archeological Technician I                     | 22.00       |             |
| 30022       | Archeological Technician II                    | 24.27       |             |
| 30023       | Archeological Technician III                   | 30.13       |             |
| 30030       | Cartographic Technician                        | 30.06       |             |
| 30040       | Civil Engineering Technician                   | 30.05       |             |
| 30051       | Cryogenic Technician I                         | 33.30       |             |
| 30052       | Cryogenic Technician II                        | 36.77       |             |
| 30061       | Drafter/CAD Operator I                         | 22.00       |             |
| 30062       | Drafter/CAD Operator II                        | 24.27       |             |
| 30063       | Drafter/CAD Operator III                       | 27.06       |             |
| 30064       | Drafter/CAD Operator IV                        | 33.30       |             |
| 30081       | Engineering Technician I                       | 18.30       |             |
| 30082       | Engineering Technician II                      | 21.28       |             |
| 30083       | Engineering Technician III                     | 22.99       |             |
| 30084       | Engineering Technician IV                      | 29.12       |             |
| 30085       | Engineering Technician V                       | 34.85       |             |
| 30086       | Engineering Technician VI                      | 41.55       |             |
| 30090       | Environmental Technician                       | 29.00       |             |
| 30095       | Evidence Control Specialist                    | 30.06       |             |
| 30210       | Laboratory Technician                          | 24.60       |             |
| 30221       | Latent Fingerprint Technician I                | 30.27       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30222       | Latent Fingerprint Technician II                         | 33.43            |
| 30240       | Mathematical Technician                                  | 30.06            |
| 30361       | Paralegal/Legal Assistant I                              | 21.35            |
| 30362       | Paralegal/Legal Assistant II                             | 26.46            |
| 30363       | Paralegal/Legal Assistant III                            | 32.35            |
| 30364       | Paralegal/Legal Assistant IV                             | 39.12            |
| 30375       | Petroleum Supply Specialist                              | 36.77            |
| 30390       | Photo-Optics Technician                                  | 30.06            |
| 30395       | Radiation Control Technician                             | 36.77            |
| 30461       | Technical Writer I                                       | 27.33            |
| 30462       | Technical Writer II                                      | 33.43            |
| 30463       | Technical Writer III                                     | 40.45            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.97            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.46            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.90            |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.97            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.97            |
| 30501       | Weather Forecaster I                                     | 33.30            |
| 30502       | Weather Forecaster II                                    | 40.50            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 27.06 see 2      |
| 30621       | Weather Observer, Senior                                 | 30.13 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 37.46            |
| 31020       | Bus Aide                                                 | 14.59 ***        |
| 31030       | Bus Driver                                               | 22.19            |
| 31043       | Driver Courier                                           | 19.23            |
| 31260       | Parking and Lot Attendant                                | 13.37 ***        |
| 31290       | Shuttle Bus Driver                                       | 16.64 ***        |
| 31310       | Taxi Driver                                              | 14.87 ***        |
| 31361       | Truckdriver, Light                                       | 21.13            |
| 31362       | Truckdriver, Medium                                      | 23.02            |
| 31363       | Truckdriver, Heavy                                       | 25.95            |
| 31364       | Truckdriver, Tractor-Trailer                             | 25.95            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 18.27            |
| 99030       | Cashier                                                  | 13.10 ***        |
| 99050       | Desk Clerk                                               | 13.95 ***        |



| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99095       | Embalmer                        | 29.59       |             |
| 99130       | Flight Follower                 | 30.97       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.59       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.24       |             |
| 99260       | Marketing Analyst               | 33.14       |             |
| 99310       | Mortician                       | 29.59       |             |
| 99410       | Pest Controller                 | 20.63       |             |
| 99510       | Photofinishing Worker           | 16.45       | ***         |
| 99710       | Recycling Laborer               | 20.93       |             |
| 99711       | Recycling Specialist            | 26.22       |             |
| 99730       | Refuse Collector                | 18.25       |             |
| 99810       | Sales Clerk                     | 14.85       | ***         |
| 99820       | School Crossing Guard           | 16.91       | ***         |
| 99830       | Survey Party Chief              | 23.47       |             |
| 99831       | Surveying Aide                  | 13.77       | ***         |
| 99832       | Surveying Technician            | 19.39       |             |
| 99840       | Vending Machine Attendant       | 22.10       |             |
| 99841       | Vending Machine Repairer        | 28.61       |             |
| 99842       | Vending Machine Repairer Helper | 22.10       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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; and 3 weeks after 8 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, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5911**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/30/2025

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Georgia

Area: Georgia County of Lamar

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 18.55       |             |
| 01012       | Accounting Clerk II                             | 20.82       |             |
| 01013       | Accounting Clerk III                            | 23.29       |             |
| 01020       | Administrative Assistant                        | 34.73       |             |
| 01035       | Court Reporter                                  | 23.86       |             |
| 01041       | Customer Service Representative I               | 16.02       | ***         |
| 01042       | Customer Service Representative II              | 17.48       | ***         |
| 01043       | Customer Service Representative III             | 19.62       |             |
| 01051       | Data Entry Operator I                           | 17.40       | ***         |
| 01052       | Data Entry Operator II                          | 18.99       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 22.76       |             |
| 01070       | Document Preparation Clerk                      | 16.04       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.04       | ***         |
| 01111       | General Clerk I                                 | 16.29       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01112       | General Clerk II                     | 17.78       |             |
| 01113       | General Clerk III                    | 19.96       |             |
| 01120       | Housing Referral Assistant           | 24.20       |             |
| 01141       | Messenger Courier                    | 16.93       | ***         |
| 01191       | Order Clerk I                        | 17.55       | ***         |
| 01192       | Order Clerk II                       | 19.15       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.16       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.43       |             |
| 01263       | Personnel Assistant (Employment) III | 23.90       |             |
| 01270       | Production Control Clerk             | 24.86       |             |
| 01290       | Rental Clerk                         | 16.80       | ***         |
| 01300       | Scheduler, Maintenance               | 19.40       |             |
| 01311       | Secretary I                          | 19.40       |             |
| 01312       | Secretary II                         | 21.70       |             |
| 01313       | Secretary III                        | 24.20       |             |
| 01320       | Service Order Dispatcher             | 20.35       |             |
| 01410       | Supply Technician                    | 34.73       |             |
| 01420       | Survey Worker                        | 19.69       |             |
| 01460       | Switchboard Operator/Receptionist    | 17.60       | ***         |
| 01531       | Travel Clerk I                       | 17.90       |             |
| 01532       | Travel Clerk II                      | 20.09       |             |
| 01533       | Travel Clerk III                     | 22.47       |             |
| 01611       | Word Processor I                     | 17.84       |             |
| 01612       | Word Processor II                    | 20.04       |             |
| 01613       | Word Processor III                   | 22.41       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 25.30       |             |
| 05010       | Automotive Electrician               | 22.27       |             |
| 05040       | Automotive Glass Installer           | 20.81       |             |
| 05070       | Automotive Worker                    | 20.81       |             |
| 05110       | Mobile Equipment Servicer            | 17.51       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 23.52       |             |
| 05160       | Motor Equipment Metal Worker         | 20.81       |             |
| 05190       | Motor Vehicle Mechanic               | 23.52       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 16.04       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 19.17       |             |
| 05280       | Motor Vehicle Wrecker                | 20.81       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05310       | Painter, Automotive                          | 22.27       |             |
| 05340       | Radiator Repair Specialist                   | 20.81       |             |
| 05370       | Tire Repairer                                | 17.74       | ***         |
| 05400       | Transmission Repair Specialist               | 23.52       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 15.24       | ***         |
| 07041       | Cook I                                       | 16.32       | ***         |
| 07042       | Cook II                                      | 19.40       |             |
| 07070       | Dishwasher                                   | 13.94       | ***         |
| 07130       | Food Service Worker                          | 14.72       | ***         |
| 07210       | Meat Cutter                                  | 17.73       | ***         |
| 07260       | Waiter/Waitress                              | 11.15       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.68       |             |
| 09040       | Furniture Handler                            | 13.05       | ***         |
| 09080       | Furniture Refinisher                         | 19.29       |             |
| 09090       | Furniture Refinisher Helper                  | 16.09       | ***         |
| 09110       | Furniture Repairer, Minor                    | 17.55       | ***         |
| 09130       | Upholsterer                                  | 23.18       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 15.94       | ***         |
| 11060       | Elevator Operator                            | 15.39       | ***         |
| 11090       | Gardener                                     | 25.05       |             |
| 11122       | Housekeeping Aide                            | 15.39       | ***         |
| 11150       | Janitor                                      | 15.39       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.82       |             |
| 11240       | Maid or Houseman                             | 13.76       | ***         |
| 11260       | Pruner                                       | 15.47       | ***         |
| 11270       | Tractor Operator                             | 22.66       |             |
| 11330       | Trail Maintenance Worker                     | 17.82       |             |
| 11360       | Window Cleaner                               | 17.73       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 18.85       |             |
| 12011       | Breath Alcohol Technician                    | 24.83       |             |
| 12012       | Certified Occupational Therapist Assistant   | 36.03       |             |
| 12015       | Certified Physical Therapist Assistant       | 33.96       |             |
| 12020       | Dental Assistant                             | 22.22       |             |



| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12025       | Dental Hygienist                     | 42.45       |             |
| 12030       | EKG Technician                       | 35.92       |             |
| 12035       | Electroneurodiagnostic Technologist  | 35.92       |             |
| 12040       | Emergency Medical Technician         | 18.85       |             |
| 12071       | Licensed Practical Nurse I           | 22.20       |             |
| 12072       | Licensed Practical Nurse II          | 24.83       |             |
| 12073       | Licensed Practical Nurse III         | 27.67       |             |
| 12100       | Medical Assistant                    | 19.10       |             |
| 12130       | Medical Laboratory Technician        | 29.74       |             |
| 12160       | Medical Record Clerk                 | 21.74       |             |
| 12190       | Medical Record Technician            | 24.31       |             |
| 12195       | Medical Transcriptionist             | 19.38       |             |
| 12210       | Nuclear Medicine Technologist        | 46.94       |             |
| 12221       | Nursing Assistant I                  | 14.21       | ***         |
| 12222       | Nursing Assistant II                 | 15.99       | ***         |
| 12223       | Nursing Assistant III                | 17.45       | ***         |
| 12224       | Nursing Assistant IV                 | 19.59       |             |
| 12235       | Optical Dispenser                    | 21.66       |             |
| 12236       | Optical Technician                   | 19.43       |             |
| 12250       | Pharmacy Technician                  | 18.75       |             |
| 12280       | Phlebotomist                         | 21.25       |             |
| 12305       | Radiologic Technologist              | 33.58       |             |
| 12311       | Registered Nurse I                   | 26.92       |             |
| 12312       | Registered Nurse II                  | 32.92       |             |
| 12313       | Registered Nurse II, Specialist      | 32.92       |             |
| 12314       | Registered Nurse III                 | 39.83       |             |
| 12315       | Registered Nurse III, Anesthetist    | 39.83       |             |
| 12316       | Registered Nurse IV                  | 47.75       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 30.75       |             |
| 12320       | Substance Abuse Treatment Counselor  | 25.40       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 23.10       |             |
| 13012       | Exhibits Specialist II               | 28.62       |             |
| 13013       | Exhibits Specialist III              | 35.00       |             |
| 13041       | Illustrator I                        | 21.60       |             |
| 13042       | Illustrator II                       | 26.76       |             |
| 13043       | Illustrator III                      | 32.74       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13047       | Librarian                                            | 38.08       |             |
| 13050       | Library Aide/Clerk                                   | 16.66       | ***         |
| 13054       | Library Information Technology Systems Administrator | 34.39       |             |
| 13058       | Library Technician                                   | 18.29       |             |
| 13061       | Media Specialist I                                   | 24.81       |             |
| 13062       | Media Specialist II                                  | 27.75       |             |
| 13063       | Media Specialist III                                 | 30.95       |             |
| 13071       | Photographer I                                       | 19.97       |             |
| 13072       | Photographer II                                      | 22.34       |             |
| 13073       | Photographer III                                     | 27.68       |             |
| 13074       | Photographer IV                                      | 33.85       |             |
| 13075       | Photographer V                                       | 40.93       |             |
| 13090       | Technical Order Library Clerk                        | 20.92       |             |
| 13110       | Video Teleconference Technician                      | 24.44       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 23.58       |             |
| 14042       | Computer Operator II                                 | 26.38       |             |
| 14043       | Computer Operator III                                | 29.41       |             |
| 14044       | Computer Operator IV                                 | 32.69       |             |
| 14045       | Computer Operator V                                  | 36.29       |             |
| 14071       | Computer Programmer I                                | 26.69       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 23.58       |             |
| 14160       | Personal Computer Support Technician                 | 32.79       |             |
| 14170       | System Support Specialist                            | 39.68       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 34.37       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 41.58       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 49.84       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 34.37       |             |
| 15060       | Educational Technologist                             | 39.64       |             |
| 15070       | Flight Instructor (Pilot)                            | 49.84       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15080       | Graphic Artist                                          | 30.41       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 49.84       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.84       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.84       |             |
| 15090       | Technical Instructor                                    | 25.53       |             |
| 15095       | Technical Instructor/Course Developer                   | 31.23       |             |
| 15110       | Test Proctor                                            | 20.60       |             |
| 15120       | Tutor                                                   | 20.60       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.62       | ***         |
| 16030       | Counter Attendant                                       | 11.62       | ***         |
| 16040       | Dry Cleaner                                             | 14.83       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.62       | ***         |
| 16090       | Presser, Hand                                           | 11.62       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.62       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.62       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.62       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.88       | ***         |
| 16220       | Tailor                                                  | 16.98       | ***         |
| 16250       | Washer, Machine                                         | 12.70       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.20       |             |
| 19040       | Tool And Die Maker                                      | 28.95       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.47       |             |
| 21030       | Material Coordinator                                    | 24.86       |             |
| 21040       | Material Expediter                                      | 24.86       |             |
| 21050       | Material Handling Laborer                               | 17.57       | ***         |
| 21071       | Order Filler                                            | 16.64       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.47       |             |
| 21110       | Shipping Packer                                         | 18.75       |             |
| 21130       | Shipping/Receiving Clerk                                | 18.75       |             |
| 21140       | Store Worker I                                          | 15.00       | ***         |
| 21150       | Stock Clerk                                             | 20.97       |             |
| 21210       | Tools And Parts Attendant                               | 20.47       |             |
| 21410       | Warehouse Specialist                                    | 20.47       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23010       | Aerospace Structural Welder                                            | 45.90            |
| 23019       | Aircraft Logs and Records Technician                                   | 36.06            |
| 23021       | Aircraft Mechanic I                                                    | 44.15            |
| 23022       | Aircraft Mechanic II                                                   | 45.90            |
| 23023       | Aircraft Mechanic III                                                  | 47.78            |
| 23040       | Aircraft Mechanic Helper                                               | 29.80            |
| 23050       | Aircraft, Painter                                                      | 41.82            |
| 23060       | Aircraft Servicer                                                      | 36.06            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 41.82            |
| 23080       | Aircraft Worker                                                        | 39.14            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 39.14            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 44.15            |
| 23110       | Appliance Mechanic                                                     | 24.20            |
| 23120       | Bicycle Repairer                                                       | 20.22            |
| 23125       | Cable Splicer                                                          | 38.53            |
| 23130       | Carpenter, Maintenance                                                 | 23.74            |
| 23140       | Carpet Layer                                                           | 24.00            |
| 23160       | Electrician, Maintenance                                               | 27.76            |
| 23181       | Electronics Technician Maintenance I                                   | 31.06            |
| 23182       | Electronics Technician Maintenance II                                  | 33.24            |
| 23183       | Electronics Technician Maintenance III                                 | 35.11            |
| 23260       | Fabric Worker                                                          | 23.55            |
| 23290       | Fire Alarm System Mechanic                                             | 23.17            |
| 23310       | Fire Extinguisher Repairer                                             | 21.51            |
| 23311       | Fuel Distribution System Mechanic                                      | 28.89            |
| 23312       | Fuel Distribution System Operator                                      | 21.51            |
| 23370       | General Maintenance Worker                                             | 22.71            |
| 23380       | Ground Support Equipment Mechanic                                      | 44.15            |
| 23381       | Ground Support Equipment Servicer                                      | 36.06            |
| 23382       | Ground Support Equipment Worker                                        | 39.14            |
| 23391       | Gunsmith I                                                             | 21.51            |
| 23392       | Gunsmith II                                                            | 25.57            |
| 23393       | Gunsmith III                                                           | 28.90            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.93            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.32            |
| 23430       | Heavy Equipment Mechanic                                               | 28.09            |
| 23440       | Heavy Equipment Operator                                               | 22.66            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23460       | Instrument Mechanic                               | 31.25       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 27.36       |             |
| 23470       | Laborer                                           | 17.57       | ***         |
| 23510       | Locksmith                                         | 30.15       |             |
| 23530       | Machinery Maintenance Mechanic                    | 29.98       |             |
| 23550       | Machinist, Maintenance                            | 23.84       |             |
| 23580       | Maintenance Trades Helper                         | 17.58       | ***         |
| 23591       | Metrology Technician I                            | 31.25       |             |
| 23592       | Metrology Technician II                           | 32.93       |             |
| 23593       | Metrology Technician III                          | 34.69       |             |
| 23640       | Millwright                                        | 31.03       |             |
| 23710       | Office Appliance Repairer                         | 21.29       |             |
| 23760       | Painter, Maintenance                              | 21.87       |             |
| 23790       | Pipefitter, Maintenance                           | 30.52       |             |
| 23810       | Plumber, Maintenance                              | 28.90       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 28.90       |             |
| 23850       | Rigger                                            | 29.36       |             |
| 23870       | Scale Mechanic                                    | 25.57       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 24.27       |             |
| 23910       | Small Engine Mechanic                             | 21.80       |             |
| 23931       | Telecommunications Mechanic I                     | 29.64       |             |
| 23932       | Telecommunications Mechanic II                    | 31.23       |             |
| 23950       | Telephone Lineman                                 | 25.03       |             |
| 23960       | Welder, Combination, Maintenance                  | 22.61       |             |
| 23965       | Well Driller                                      | 25.30       |             |
| 23970       | Woodcraft Worker                                  | 28.90       |             |
| 23980       | Woodworker                                        | 21.51       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 17.73       | ***         |
| 24570       | Child Care Attendant                              | 13.45       | ***         |
| 24580       | Child Care Center Clerk                           | 16.78       | ***         |
| 24610       | Chore Aide                                        | 13.75       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 17.73       | ***         |
| 24630       | Homemaker                                         | 17.73       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 33.32       |             |
| 25040       | Sewage Plant Operator                             | 24.98       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25070       | Stationary Engineer                            | 33.32       |             |
| 25190       | Ventilation Equipment Tender                   | 22.44       |             |
| 25210       | Water Treatment Plant Operator                 | 24.98       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 21.47       |             |
| 27007       | Baggage Inspector                              | 15.58       | ***         |
| 27008       | Corrections Officer                            | 21.22       |             |
| 27010       | Court Security Officer                         | 20.81       |             |
| 27030       | Detection Dog Handler                          | 17.42       | ***         |
| 27040       | Detention Officer                              | 21.22       |             |
| 27070       | Firefighter                                    | 21.62       |             |
| 27101       | Guard I                                        | 15.58       | ***         |
| 27102       | Guard II                                       | 17.42       | ***         |
| 27131       | Police Officer I                               | 24.76       |             |
| 27132       | Police Officer II                              | 27.52       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 17.01       | ***         |
| 28042       | Carnival Equipment Repairer                    | 18.74       |             |
| 28043       | Carnival Worker                                | 12.80       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 18.37       |             |
| 28310       | Lifeguard                                      | 14.20       | ***         |
| 28350       | Park Attendant (Aide)                          | 20.56       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 15.00       | ***         |
| 28515       | Recreation Specialist                          | 25.48       |             |
| 28630       | Sports Official                                | 16.37       | ***         |
| 28690       | Swimming Pool Operator                         | 22.28       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 30.97       |             |
| 29020       | Hatch Tender                                   | 30.97       |             |
| 29030       | Line Handler                                   | 30.97       |             |
| 29041       | Stevedore I                                    | 28.51       |             |
| 29042       | Stevedore II                                   | 33.13       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.72       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.60       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.00       |             |
| 30021       | Archeological Technician I                     | 21.68       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30022       | Archeological Technician II              | 24.26            |
| 30023       | Archeological Technician III             | 30.05            |
| 30030       | Cartographic Technician                  | 30.05            |
| 30040       | Civil Engineering Technician             | 26.55            |
| 30051       | Cryogenic Technician I                   | 33.28            |
| 30052       | Cryogenic Technician II                  | 36.75            |
| 30061       | Drafter/CAD Operator I                   | 21.68            |
| 30062       | Drafter/CAD Operator II                  | 24.26            |
| 30063       | Drafter/CAD Operator III                 | 27.04            |
| 30064       | Drafter/CAD Operator IV                  | 33.28            |
| 30081       | Engineering Technician I                 | 17.38 ***        |
| 30082       | Engineering Technician II                | 19.51            |
| 30083       | Engineering Technician III               | 21.82            |
| 30084       | Engineering Technician IV                | 27.03            |
| 30085       | Engineering Technician V                 | 33.06            |
| 30086       | Engineering Technician VI                | 40.00            |
| 30090       | Environmental Technician                 | 27.06            |
| 30095       | Evidence Control Specialist              | 30.05            |
| 30210       | Laboratory Technician                    | 26.59            |
| 30221       | Latent Fingerprint Technician I          | 29.77            |
| 30222       | Latent Fingerprint Technician II         | 32.87            |
| 30240       | Mathematical Technician                  | 37.54            |
| 30361       | Paralegal/Legal Assistant I              | 24.02            |
| 30362       | Paralegal/Legal Assistant II             | 29.76            |
| 30363       | Paralegal/Legal Assistant III            | 36.40            |
| 30364       | Paralegal/Legal Assistant IV             | 44.04            |
| 30375       | Petroleum Supply Specialist              | 36.75            |
| 30390       | Photo-Optics Technician                  | 30.05            |
| 30395       | Radiation Control Technician             | 36.75            |
| 30461       | Technical Writer I                       | 29.84            |
| 30462       | Technical Writer II                      | 36.50            |
| 30463       | Technical Writer III                     | 44.15            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 30.97            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 37.46            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 44.90            |
| 30494       | Unexploded (UXO) Safety Escort           | 30.97            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 30.97            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30501       | Weather Forecaster I                                     | 33.28       |             |
| 30502       | Weather Forecaster II                                    | 40.48       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 27.04       | see 2       |
| 30621       | Weather Observer, Senior                                 | 30.05       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 37.46       |             |
| 31020       | Bus Aide                                                 | 16.53       | ***         |
| 31030       | Bus Driver                                               | 23.03       |             |
| 31043       | Driver Courier                                           | 18.66       |             |
| 31260       | Parking and Lot Attendant                                | 14.23       | ***         |
| 31290       | Shuttle Bus Driver                                       | 17.08       | ***         |
| 31310       | Taxi Driver                                              | 11.93       | ***         |
| 31361       | Truckdriver, Light                                       | 20.63       |             |
| 31362       | Truckdriver, Medium                                      | 22.58       |             |
| 31363       | Truckdriver, Heavy                                       | 27.51       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 27.51       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 18.27       |             |
| 99030       | Cashier                                                  | 12.96       | ***         |
| 99050       | Desk Clerk                                               | 14.33       | ***         |
| 99095       | Embalmer                                                 | 26.82       |             |
| 99130       | Flight Follower                                          | 30.97       |             |
| 99251       | Laboratory Animal Caretaker I                            | 17.25       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 19.01       |             |
| 99260       | Marketing Analyst                                        | 36.65       |             |
| 99310       | Mortician                                                | 29.12       |             |
| 99410       | Pest Controller                                          | 20.03       |             |
| 99510       | Photofinishing Worker                                    | 16.27       | ***         |
| 99710       | Recycling Laborer                                        | 23.07       |             |
| 99711       | Recycling Specialist                                     | 29.27       |             |
| 99730       | Refuse Collector                                         | 20.33       |             |
| 99810       | Sales Clerk                                              | 14.38       | ***         |
| 99820       | School Crossing Guard                                    | 17.37       | ***         |
| 99830       | Survey Party Chief                                       | 25.29       |             |
| 99831       | Surveying Aide                                           | 19.53       |             |
| 99832       | Surveying Technician                                     | 23.00       |             |
| 99840       | Vending Machine Attendant                                | 20.82       |             |



| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 99841       | Vending Machine Repairer        | 26.70            |
| 99842       | Vending Machine Repairer Helper | 20.82            |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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# Wage Determination No. : 2015-5913

## REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 04/30/2025

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Georgia

Area: Georgia County of Pulaski

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.84       |             |
| 01012       | Accounting Clerk II                             | 20.02       |             |
| 01013       | Accounting Clerk III                            | 22.39       |             |
| 01020       | Administrative Assistant                        | 28.31       |             |
| 01035       | Court Reporter                                  | 18.64       |             |
| 01041       | Customer Service Representative I               | 16.02       | ***         |
| 01042       | Customer Service Representative II              | 17.48       | ***         |
| 01043       | Customer Service Representative III             | 19.62       |             |
| 01051       | Data Entry Operator I                           | 16.16       | ***         |
| 01052       | Data Entry Operator II                          | 17.64       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 22.22       |             |
| 01070       | Document Preparation Clerk                      | 14.84       | ***         |
| 01090       | Duplicating Machine Operator                    | 14.84       | ***         |
| 01111       | General Clerk I                                 | 16.29       | ***         |
| 01112       | General Clerk II                                | 17.78       |             |
| 01113       | General Clerk III                               | 19.96       |             |
| 01120       | Housing Referral Assistant                      | 20.77       |             |
| 01141       | Messenger Courier                               | 13.29       | ***         |
| 01191       | Order Clerk I                                   | 13.60       | ***         |
| 01192       | Order Clerk II                                  | 15.06       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 18.38       |             |
| 01262       | Personnel Assistant (Employment) II             | 20.56       |             |
| 01263       | Personnel Assistant (Employment) III            | 22.91       |             |
| 01270       | Production Control Clerk                        | 29.29       |             |
| 01290       | Rental Clerk                                    | 16.41       | ***         |
| 01300       | Scheduler, Maintenance                          | 16.66       | ***         |
| 01311       | Secretary I                                     | 16.66       | ***         |
| 01312       | Secretary II                                    | 18.64       |             |
| 01313       | Secretary III                                   | 20.77       |             |
| 01320       | Service Order Dispatcher                        | 19.87       |             |
| 01410       | Supply Technician                               | 28.31       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01420       | Survey Worker                                | 18.64       |             |
| 01460       | Switchboard Operator/Receptionist            | 15.30       | ***         |
| 01531       | Travel Clerk I                               | 14.84       | ***         |
| 01532       | Travel Clerk II                              | 16.64       | ***         |
| 01533       | Travel Clerk III                             | 18.64       |             |
| 01611       | Word Processor I                             | 14.84       | ***         |
| 01612       | Word Processor II                            | 16.66       | ***         |
| 01613       | Word Processor III                           | 18.64       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 22.90       |             |
| 05010       | Automotive Electrician                       | 20.58       |             |
| 05040       | Automotive Glass Installer                   | 19.46       |             |
| 05070       | Automotive Worker                            | 19.46       |             |
| 05110       | Mobile Equipment Servicer                    | 17.26       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 21.63       |             |
| 05160       | Motor Equipment Metal Worker                 | 19.46       |             |
| 05190       | Motor Vehicle Mechanic                       | 21.63       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.18       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 18.33       |             |
| 05280       | Motor Vehicle Wrecker                        | 19.46       |             |
| 05310       | Painter, Automotive                          | 20.58       |             |
| 05340       | Radiator Repair Specialist                   | 19.46       |             |
| 05370       | Tire Repairer                                | 15.41       | ***         |
| 05400       | Transmission Repair Specialist               | 21.63       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 13.65       | ***         |
| 07041       | Cook I                                       | 13.81       | ***         |
| 07042       | Cook II                                      | 15.62       | ***         |
| 07070       | Dishwasher                                   | 12.56       | ***         |
| 07130       | Food Service Worker                          | 13.97       | ***         |
| 07210       | Meat Cutter                                  | 15.99       | ***         |
| 07260       | Waiter/Waitress                              | 9.72        | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 25.56       |             |
| 09040       | Furniture Handler                            | 18.14       |             |
| 09080       | Furniture Refinisher                         | 25.56       |             |
| 09090       | Furniture Refinisher Helper                  | 20.70       |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 09110       | Furniture Repairer, Minor                  | 23.16       |             |
| 09130       | Upholsterer                                | 25.56       |             |
| 11000       | General Services And Support Occupations   |             |             |
| 11030       | Cleaner, Vehicles                          | 13.66       | ***         |
| 11060       | Elevator Operator                          | 14.40       | ***         |
| 11090       | Gardener                                   | 21.31       |             |
| 11122       | Housekeeping Aide                          | 14.40       | ***         |
| 11150       | Janitor                                    | 14.40       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 16.91       | ***         |
| 11240       | Maid or Houseman                           | 12.44       | ***         |
| 11260       | Pruner                                     | 15.35       | ***         |
| 11270       | Tractor Operator                           | 19.87       |             |
| 11330       | Trail Maintenance Worker                   | 16.91       | ***         |
| 11360       | Window Cleaner                             | 15.86       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 17.63       | ***         |
| 12011       | Breath Alcohol Technician                  | 23.58       |             |
| 12012       | Certified Occupational Therapist Assistant | 32.36       |             |
| 12015       | Certified Physical Therapist Assistant     | 32.83       |             |
| 12020       | Dental Assistant                           | 19.08       |             |
| 12025       | Dental Hygienist                           | 37.19       |             |
| 12030       | EKG Technician                             | 28.20       |             |
| 12035       | Electroneurodiagnostic Technologist        | 28.20       |             |
| 12040       | Emergency Medical Technician               | 17.63       | ***         |
| 12071       | Licensed Practical Nurse I                 | 21.09       |             |
| 12072       | Licensed Practical Nurse II                | 23.58       |             |
| 12073       | Licensed Practical Nurse III               | 26.30       |             |
| 12100       | Medical Assistant                          | 16.89       | ***         |
| 12130       | Medical Laboratory Technician              | 29.53       |             |
| 12160       | Medical Record Clerk                       | 19.21       |             |
| 12190       | Medical Record Technician                  | 21.48       |             |
| 12195       | Medical Transcriptionist                   | 21.09       |             |
| 12210       | Nuclear Medicine Technologist              | 51.83       |             |
| 12221       | Nursing Assistant I                        | 13.87       | ***         |
| 12222       | Nursing Assistant II                       | 15.61       | ***         |
| 12223       | Nursing Assistant III                      | 17.03       | ***         |
| 12224       | Nursing Assistant IV                       | 19.12       |             |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate Note</b> |
|-------------|------------------------------------------------------|------------------|
| 12235       | Optical Dispenser                                    | 21.66            |
| 12236       | Optical Technician                                   | 21.09            |
| 12250       | Pharmacy Technician                                  | 17.46 ***        |
| 12280       | Phlebotomist                                         | 17.81            |
| 12305       | Radiologic Technologist                              | 26.91            |
| 12311       | Registered Nurse I                                   | 26.77            |
| 12312       | Registered Nurse II                                  | 32.75            |
| 12313       | Registered Nurse II, Specialist                      | 32.75            |
| 12314       | Registered Nurse III                                 | 39.62            |
| 12315       | Registered Nurse III, Anesthetist                    | 39.62            |
| 12316       | Registered Nurse IV                                  | 47.49            |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 29.23            |
| 12320       | Substance Abuse Treatment Counselor                  | 26.99            |
| 13000       | Information And Arts Occupations                     |                  |
| 13011       | Exhibits Specialist I                                | 26.08            |
| 13012       | Exhibits Specialist II                               | 32.33            |
| 13013       | Exhibits Specialist III                              | 39.55            |
| 13041       | Illustrator I                                        | 26.08            |
| 13042       | Illustrator II                                       | 32.33            |
| 13043       | Illustrator III                                      | 39.55            |
| 13047       | Librarian                                            | 36.04            |
| 13050       | Library Aide/Clerk                                   | 20.67            |
| 13054       | Library Information Technology Systems Administrator | 32.53            |
| 13058       | Library Technician                                   | 23.87            |
| 13061       | Media Specialist I                                   | 23.32            |
| 13062       | Media Specialist II                                  | 26.08            |
| 13063       | Media Specialist III                                 | 29.11            |
| 13071       | Photographer I                                       | 23.20            |
| 13072       | Photographer II                                      | 25.94            |
| 13073       | Photographer III                                     | 32.15            |
| 13074       | Photographer IV                                      | 39.32            |
| 13075       | Photographer V                                       | 47.57            |
| 13090       | Technical Order Library Clerk                        | 25.94            |
| 13110       | Video Teleconference Technician                      | 23.47            |
| 14000       | Information Technology Occupations                   |                  |
| 14041       | Computer Operator I                                  | 20.97            |
| 14042       | Computer Operator II                                 | 23.46            |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14043       | Computer Operator III                                   | 26.15       |             |
| 14044       | Computer Operator IV                                    | 29.29       |             |
| 14045       | Computer Operator V                                     | 32.99       |             |
| 14071       | Computer Programmer I                                   | 23.67       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 20.97       |             |
| 14160       | Personal Computer Support Technician                    | 29.29       |             |
| 14170       | System Support Specialist                               | 35.37       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.98       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.11       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 49.29       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.98       |             |
| 15060       | Educational Technologist                                | 47.10       |             |
| 15070       | Flight Instructor (Pilot)                               | 49.29       |             |
| 15080       | Graphic Artist                                          | 29.96       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 49.29       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.29       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.29       |             |
| 15090       | Technical Instructor                                    | 31.70       |             |
| 15095       | Technical Instructor/Course Developer                   | 38.77       |             |
| 15110       | Test Proctor                                            | 25.59       |             |
| 15120       | Tutor                                                   | 25.59       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.92       | ***         |
| 16030       | Counter Attendant                                       | 10.92       | ***         |
| 16040       | Dry Cleaner                                             | 12.78       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 10.92       | ***         |
| 16090       | Presser, Hand                                           | 10.92       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 10.92       | ***         |
| 16130       | Presser, Machine, Shirts                                | 10.92       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 10.92       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16190       | Sewing Machine Operator                           | 13.39       | ***         |
| 16220       | Tailor                                            | 14.02       | ***         |
| 16250       | Washer, Machine                                   | 11.56       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 25.56       |             |
| 19040       | Tool And Die Maker                                | 29.73       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 23.39       |             |
| 21030       | Material Coordinator                              | 29.29       |             |
| 21040       | Material Expediter                                | 29.29       |             |
| 21050       | Material Handling Laborer                         | 18.42       |             |
| 21071       | Order Filler                                      | 15.91       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 23.39       |             |
| 21110       | Shipping Packer                                   | 19.19       |             |
| 21130       | Shipping/Receiving Clerk                          | 19.19       |             |
| 21140       | Store Worker I                                    | 16.60       | ***         |
| 21150       | Stock Clerk                                       | 20.83       |             |
| 21210       | Tools And Parts Attendant                         | 23.39       |             |
| 21410       | Warehouse Specialist                              | 23.39       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 33.26       |             |
| 23019       | Aircraft Logs and Records Technician              | 26.90       |             |
| 23021       | Aircraft Mechanic I                               | 31.74       |             |
| 23022       | Aircraft Mechanic II                              | 33.26       |             |
| 23023       | Aircraft Mechanic III                             | 34.72       |             |
| 23040       | Aircraft Mechanic Helper                          | 23.53       |             |
| 23050       | Aircraft, Painter                                 | 30.21       |             |
| 23060       | Aircraft Servicer                                 | 26.90       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 30.21       |             |
| 23080       | Aircraft Worker                                   | 28.56       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 28.56       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 31.74       |             |
| 23110       | Appliance Mechanic                                | 25.56       |             |
| 23120       | Bicycle Repairer                                  | 22.09       |             |
| 23125       | Cable Splicer                                     | 30.39       |             |
| 23130       | Carpenter, Maintenance                            | 22.65       |             |
| 23140       | Carpet Layer                                      | 24.34       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23160       | Electrician, Maintenance                                               | 28.13            |
| 23181       | Electronics Technician Maintenance I                                   | 28.10            |
| 23182       | Electronics Technician Maintenance II                                  | 29.51            |
| 23183       | Electronics Technician Maintenance III                                 | 30.79            |
| 23260       | Fabric Worker                                                          | 23.16            |
| 23290       | Fire Alarm System Mechanic                                             | 26.67            |
| 23310       | Fire Extinguisher Repairer                                             | 22.09            |
| 23311       | Fuel Distribution System Mechanic                                      | 28.70            |
| 23312       | Fuel Distribution System Operator                                      | 23.97            |
| 23370       | General Maintenance Worker                                             | 21.35            |
| 23380       | Ground Support Equipment Mechanic                                      | 31.74            |
| 23381       | Ground Support Equipment Servicer                                      | 26.90            |
| 23382       | Ground Support Equipment Worker                                        | 28.56            |
| 23391       | Gunsmith I                                                             | 22.09            |
| 23392       | Gunsmith II                                                            | 24.34            |
| 23393       | Gunsmith III                                                           | 26.67            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.41            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 23.49            |
| 23430       | Heavy Equipment Mechanic                                               | 27.78            |
| 23440       | Heavy Equipment Operator                                               | 20.21            |
| 23460       | Instrument Mechanic                                                    | 26.67            |
| 23465       | Laboratory/Shelter Mechanic                                            | 25.56            |
| 23470       | Laborer                                                                | 18.42            |
| 23510       | Locksmith                                                              | 25.56            |
| 23530       | Machinery Maintenance Mechanic                                         | 30.85            |
| 23550       | Machinist, Maintenance                                                 | 28.84            |
| 23580       | Maintenance Trades Helper                                              | 18.37            |
| 23591       | Metrology Technician I                                                 | 26.67            |
| 23592       | Metrology Technician II                                                | 27.70            |
| 23593       | Metrology Technician III                                               | 28.82            |
| 23640       | Millwright                                                             | 29.34            |
| 23710       | Office Appliance Repairer                                              | 24.31            |
| 23760       | Painter, Maintenance                                                   | 28.69            |
| 23790       | Pipefitter, Maintenance                                                | 27.51            |
| 23810       | Plumber, Maintenance                                                   | 26.37            |
| 23820       | Pneudraulic Systems Mechanic                                           | 26.67            |
| 23850       | Rigger                                                                 | 26.67            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23870                                         | Scale Mechanic                                    | 24.34       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 30.79       |             |
| 23910                                         | Small Engine Mechanic                             | 24.34       |             |
| 23931                                         | Telecommunications Mechanic I                     | 26.62       |             |
| 23932                                         | Telecommunications Mechanic II                    | 27.65       |             |
| 23950                                         | Telephone Lineman                                 | 24.72       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 24.50       |             |
| 23965                                         | Well Driller                                      | 26.67       |             |
| 23970                                         | Woodcraft Worker                                  | 26.67       |             |
| 23980                                         | Woodworker                                        | 22.09       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 16.46       | ***         |
| 24570                                         | Child Care Attendant                              | 11.74       | ***         |
| 24580                                         | Child Care Center Clerk                           | 14.64       | ***         |
| 24610                                         | Chore Aide                                        | 12.66       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 16.46       | ***         |
| 24630                                         | Homemaker                                         | 16.46       | ***         |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 26.61       |             |
| 25040                                         | Sewage Plant Operator                             | 25.51       |             |
| 25070                                         | Stationary Engineer                               | 26.61       |             |
| 25190                                         | Ventilation Equipment Tender                      | 20.66       |             |
| 25210                                         | Water Treatment Plant Operator                    | 25.51       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 19.76       |             |
| 27007                                         | Baggage Inspector                                 | 15.36       | ***         |
| 27008                                         | Corrections Officer                               | 20.83       |             |
| 27010                                         | Court Security Officer                            | 20.40       |             |
| 27030                                         | Detection Dog Handler                             | 17.18       | ***         |
| 27040                                         | Detention Officer                                 | 20.83       |             |
| 27070                                         | Firefighter                                       | 18.43       |             |
| 27101                                         | Guard I                                           | 15.36       | ***         |
| 27102                                         | Guard II                                          | 17.18       | ***         |
| 27131                                         | Police Officer I                                  | 22.44       |             |
| 27132                                         | Police Officer II                                 | 24.94       |             |
| 28000 Recreation Occupations                  |                                                   |             |             |
| 28041                                         | Carnival Equipment Operator                       | 13.54       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28042       | Carnival Equipment Repairer                    | 14.47 ***        |
| 28043       | Carnival Worker                                | 10.93 ***        |
| 28210       | Gate Attendant/Gate Tender                     | 17.57 ***        |
| 28310       | Lifeguard                                      | 15.65 ***        |
| 28350       | Park Attendant (Aide)                          | 19.65            |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.34 ***        |
| 28515       | Recreation Specialist                          | 24.34            |
| 28630       | Sports Official                                | 15.65 ***        |
| 28690       | Swimming Pool Operator                         | 15.99 ***        |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 24.34            |
| 29020       | Hatch Tender                                   | 24.34            |
| 29030       | Line Handler                                   | 24.34            |
| 29041       | Stevedore I                                    | 23.16            |
| 29042       | Stevedore II                                   | 25.56            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.72            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.60            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.00            |
| 30021       | Archeological Technician I                     | 20.06            |
| 30022       | Archeological Technician II                    | 22.79            |
| 30023       | Archeological Technician III                   | 27.81            |
| 30030       | Cartographic Technician                        | 27.81            |
| 30040       | Civil Engineering Technician                   | 29.57            |
| 30051       | Cryogenic Technician I                         | 30.80            |
| 30052       | Cryogenic Technician II                        | 34.02            |
| 30061       | Drafter/CAD Operator I                         | 20.06            |
| 30062       | Drafter/CAD Operator II                        | 22.79            |
| 30063       | Drafter/CAD Operator III                       | 25.04            |
| 30064       | Drafter/CAD Operator IV                        | 30.80            |
| 30081       | Engineering Technician I                       | 17.38 ***        |
| 30082       | Engineering Technician II                      | 19.51            |
| 30083       | Engineering Technician III                     | 21.82            |
| 30084       | Engineering Technician IV                      | 27.03            |
| 30085       | Engineering Technician V                       | 33.06            |
| 30086       | Engineering Technician VI                      | 40.00            |
| 30090       | Environmental Technician                       | 27.81            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30095       | Evidence Control Specialist                              | 27.81       |             |
| 30210       | Laboratory Technician                                    | 25.04       |             |
| 30221       | Latent Fingerprint Technician I                          | 30.80       |             |
| 30222       | Latent Fingerprint Technician II                         | 34.02       |             |
| 30240       | Mathematical Technician                                  | 27.81       |             |
| 30361       | Paralegal/Legal Assistant I                              | 21.64       |             |
| 30362       | Paralegal/Legal Assistant II                             | 26.81       |             |
| 30363       | Paralegal/Legal Assistant III                            | 32.80       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 39.68       |             |
| 30375       | Petroleum Supply Specialist                              | 34.02       |             |
| 30390       | Photo-Optics Technician                                  | 27.81       |             |
| 30395       | Radiation Control Technician                             | 34.02       |             |
| 30461       | Technical Writer I                                       | 27.30       |             |
| 30462       | Technical Writer II                                      | 33.40       |             |
| 30463       | Technical Writer III                                     | 40.40       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.97       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.46       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.90       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.97       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.97       |             |
| 30501       | Weather Forecaster I                                     | 30.80       |             |
| 30502       | Weather Forecaster II                                    | 37.47       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.04       | see 2       |
| 30621       | Weather Observer, Senior                                 | 27.81       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 37.46       |             |
| 31020       | Bus Aide                                                 | 14.31       | ***         |
| 31030       | Bus Driver                                               | 18.15       |             |
| 31043       | Driver Courier                                           | 16.38       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.19       | ***         |
| 31290       | Shuttle Bus Driver                                       | 15.99       | ***         |
| 31310       | Taxi Driver                                              | 15.39       | ***         |
| 31361       | Truckdriver, Light                                       | 17.57       | ***         |
| 31362       | Truckdriver, Medium                                      | 18.72       |             |
| 31363       | Truckdriver, Heavy                                       | 26.69       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 26.69       |             |
| 99000       | Miscellaneous Occupations                                |             |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99020       | Cabin Safety Specialist         | 18.27       |             |
| 99030       | Cashier                         | 12.29       | ***         |
| 99050       | Desk Clerk                      | 13.22       | ***         |
| 99095       | Embalmer                        | 28.73       |             |
| 99130       | Flight Follower                 | 30.97       |             |
| 99251       | Laboratory Animal Caretaker I   | 14.69       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 15.76       | ***         |
| 99260       | Marketing Analyst               | 30.96       |             |
| 99310       | Mortician                       | 28.73       |             |
| 99410       | Pest Controller                 | 18.09       |             |
| 99510       | Photofinishing Worker           | 16.27       | ***         |
| 99710       | Recycling Laborer               | 19.89       |             |
| 99711       | Recycling Specialist            | 22.70       |             |
| 99730       | Refuse Collector                | 18.33       |             |
| 99810       | Sales Clerk                     | 13.15       | ***         |
| 99820       | School Crossing Guard           | 18.01       |             |
| 99830       | Survey Party Chief              | 22.47       |             |
| 99831       | Surveying Aide                  | 17.35       | ***         |
| 99832       | Surveying Technician            | 20.44       |             |
| 99840       | Vending Machine Attendant       | 22.47       |             |
| 99841       | Vending Machine Repairer        | 27.28       |             |
| 99842       | Vending Machine Repairer Helper | 22.47       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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



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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5915**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/01/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Georgia

Area: Georgia County of Baker

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

## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 15.57 | ***  |
| 01012 | Accounting Clerk II                             | 17.48 | ***  |
| 01013 | Accounting Clerk III                            | 19.55 |      |
| 01020 | Administrative Assistant                        | 28.77 |      |
| 01035 | Court Reporter                                  | 18.70 |      |
| 01041 | Customer Service Representative I               | 15.42 | ***  |
| 01042 | Customer Service Representative II              | 16.83 | ***  |
| 01043 | Customer Service Representative III             | 18.89 |      |
| 01051 | Data Entry Operator I                           | 14.71 | ***  |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01052       | Data Entry Operator II               | 16.05       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 21.62       |             |
| 01070       | Document Preparation Clerk           | 14.88       | ***         |
| 01090       | Duplicating Machine Operator         | 14.88       | ***         |
| 01111       | General Clerk I                      | 14.81       | ***         |
| 01112       | General Clerk II                     | 16.16       | ***         |
| 01113       | General Clerk III                    | 18.15       |             |
| 01120       | Housing Referral Assistant           | 20.85       |             |
| 01141       | Messenger Courier                    | 13.56       | ***         |
| 01191       | Order Clerk I                        | 15.05       | ***         |
| 01192       | Order Clerk II                       | 16.42       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 18.22       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.37       |             |
| 01263       | Personnel Assistant (Employment) III | 22.70       |             |
| 01270       | Production Control Clerk             | 24.75       |             |
| 01290       | Rental Clerk                         | 15.39       | ***         |
| 01300       | Scheduler, Maintenance               | 16.72       | ***         |
| 01311       | Secretary I                          | 16.72       | ***         |
| 01312       | Secretary II                         | 18.70       |             |
| 01313       | Secretary III                        | 20.85       |             |
| 01320       | Service Order Dispatcher             | 19.33       |             |
| 01410       | Supply Technician                    | 28.77       |             |
| 01420       | Survey Worker                        | 18.70       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.11       | ***         |
| 01531       | Travel Clerk I                       | 14.99       | ***         |
| 01532       | Travel Clerk II                      | 16.64       | ***         |
| 01533       | Travel Clerk III                     | 18.61       |             |
| 01611       | Word Processor I                     | 14.88       | ***         |
| 01612       | Word Processor II                    | 16.72       | ***         |
| 01613       | Word Processor III                   | 18.70       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 29.15       |             |
| 05010       | Automotive Electrician               | 20.95       |             |
| 05040       | Automotive Glass Installer           | 19.80       |             |
| 05070       | Automotive Worker                    | 19.80       |             |
| 05110       | Mobile Equipment Servicer            | 17.67       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 22.07       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05160       | Motor Equipment Metal Worker                 | 19.80       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.07       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.64       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 18.70       |             |
| 05280       | Motor Vehicle Wrecker                        | 19.80       |             |
| 05310       | Painter, Automotive                          | 20.95       |             |
| 05340       | Radiator Repair Specialist                   | 19.80       |             |
| 05370       | Tire Repairer                                | 16.16       | ***         |
| 05400       | Transmission Repair Specialist               | 22.07       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 13.88       | ***         |
| 07041       | Cook I                                       | 13.93       | ***         |
| 07042       | Cook II                                      | 15.81       | ***         |
| 07070       | Dishwasher                                   | 12.23       | ***         |
| 07130       | Food Service Worker                          | 13.94       | ***         |
| 07210       | Meat Cutter                                  | 17.11       | ***         |
| 07260       | Waiter/Waitress                              | 10.01       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.86       |             |
| 09040       | Furniture Handler                            | 15.14       | ***         |
| 09080       | Furniture Refinisher                         | 21.86       |             |
| 09090       | Furniture Refinisher Helper                  | 17.66       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.86       |             |
| 09130       | Upholsterer                                  | 21.86       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.71       | ***         |
| 11060       | Elevator Operator                            | 12.93       | ***         |
| 11090       | Gardener                                     | 18.70       |             |
| 11122       | Housekeeping Aide                            | 12.93       | ***         |
| 11150       | Janitor                                      | 12.93       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 14.98       | ***         |
| 11240       | Maid or Houseman                             | 12.47       | ***         |
| 11260       | Pruner                                       | 13.66       | ***         |
| 11270       | Tractor Operator                             | 17.60       | ***         |
| 11330       | Trail Maintenance Worker                     | 14.98       | ***         |
| 11360       | Window Cleaner                               | 14.14       | ***         |
| 12000       | Health Occupations                           |             |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 12010       | Ambulance Driver                           | 17.56       | ***         |
| 12011       | Breath Alcohol Technician                  | 22.37       |             |
| 12012       | Certified Occupational Therapist Assistant | 32.95       |             |
| 12015       | Certified Physical Therapist Assistant     | 34.10       |             |
| 12020       | Dental Assistant                           | 21.85       |             |
| 12025       | Dental Hygienist                           | 36.95       |             |
| 12030       | EKG Technician                             | 33.08       |             |
| 12035       | Electroneurodiagnostic Technologist        | 33.08       |             |
| 12040       | Emergency Medical Technician               | 17.56       | ***         |
| 12071       | Licensed Practical Nurse I                 | 20.00       |             |
| 12072       | Licensed Practical Nurse II                | 22.37       |             |
| 12073       | Licensed Practical Nurse III               | 24.93       |             |
| 12100       | Medical Assistant                          | 17.36       | ***         |
| 12130       | Medical Laboratory Technician              | 26.29       |             |
| 12160       | Medical Record Clerk                       | 18.68       |             |
| 12190       | Medical Record Technician                  | 21.90       |             |
| 12195       | Medical Transcriptionist                   | 20.00       |             |
| 12210       | Nuclear Medicine Technologist              | 49.16       |             |
| 12221       | Nursing Assistant I                        | 12.63       | ***         |
| 12222       | Nursing Assistant II                       | 14.21       | ***         |
| 12223       | Nursing Assistant III                      | 15.51       | ***         |
| 12224       | Nursing Assistant IV                       | 17.41       | ***         |
| 12235       | Optical Dispenser                          | 21.26       |             |
| 12236       | Optical Technician                         | 20.00       |             |
| 12250       | Pharmacy Technician                        | 18.26       |             |
| 12280       | Phlebotomist                               | 17.15       | ***         |
| 12305       | Radiologic Technologist                    | 29.42       |             |
| 12311       | Registered Nurse I                         | 26.10       |             |
| 12312       | Registered Nurse II                        | 31.93       |             |
| 12313       | Registered Nurse II, Specialist            | 31.93       |             |
| 12314       | Registered Nurse III                       | 38.63       |             |
| 12315       | Registered Nurse III, Anesthetist          | 38.63       |             |
| 12316       | Registered Nurse IV                        | 46.30       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 27.71       |             |
| 12320       | Substance Abuse Treatment Counselor        | 22.76       |             |
| 13000       | Information And Arts Occupations           |             |             |
| 13011       | Exhibits Specialist I                      | 23.86       |             |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13012       | Exhibits Specialist II                               | 29.10       |             |
| 13013       | Exhibits Specialist III                              | 36.17       |             |
| 13041       | Illustrator I                                        | 23.86       |             |
| 13042       | Illustrator II                                       | 29.10       |             |
| 13043       | Illustrator III                                      | 36.17       |             |
| 13047       | Librarian                                            | 32.75       |             |
| 13050       | Library Aide/Clerk                                   | 18.17       |             |
| 13054       | Library Information Technology Systems Administrator | 29.56       |             |
| 13058       | Library Technician                                   | 22.80       |             |
| 13061       | Media Specialist I                                   | 21.00       |             |
| 13062       | Media Specialist II                                  | 23.50       |             |
| 13063       | Media Specialist III                                 | 26.19       |             |
| 13071       | Photographer I                                       | 21.33       |             |
| 13072       | Photographer II                                      | 23.89       |             |
| 13073       | Photographer III                                     | 29.60       |             |
| 13074       | Photographer IV                                      | 36.21       |             |
| 13075       | Photographer V                                       | 43.82       |             |
| 13090       | Technical Order Library Clerk                        | 22.80       |             |
| 13110       | Video Teleconference Technician                      | 21.33       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 17.23       | ***         |
| 14042       | Computer Operator II                                 | 19.27       |             |
| 14043       | Computer Operator III                                | 22.56       |             |
| 14044       | Computer Operator IV                                 | 25.05       |             |
| 14045       | Computer Operator V                                  | 27.81       |             |
| 14071       | Computer Programmer I                                | 20.05       | see 1       |
| 14072       | Computer Programmer II                               | 24.90       | 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                        | 17.23       | ***         |
| 14160       | Personal Computer Support Technician                 | 25.05       |             |
| 14170       | System Support Specialist                            | 27.81       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 31.53       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.14       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 45.71       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 31.53       |             |
| 15060       | Educational Technologist                                | 37.52       |             |
| 15070       | Flight Instructor (Pilot)                               | 45.71       |             |
| 15080       | Graphic Artist                                          | 27.04       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 45.71       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 45.71       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 45.71       |             |
| 15090       | Technical Instructor                                    | 20.39       |             |
| 15095       | Technical Instructor/Course Developer                   | 24.94       |             |
| 15110       | Test Proctor                                            | 16.46       | ***         |
| 15120       | Tutor                                                   | 16.46       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.86       | ***         |
| 16030       | Counter Attendant                                       | 11.86       | ***         |
| 16040       | Dry Cleaner                                             | 14.23       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.86       | ***         |
| 16090       | Presser, Hand                                           | 11.86       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.86       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.86       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.86       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.04       | ***         |
| 16220       | Tailor                                                  | 15.88       | ***         |
| 16250       | Washer, Machine                                         | 12.64       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 23.93       |             |
| 19040       | Tool And Die Maker                                      | 28.12       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 18.02       |             |
| 21030       | Material Coordinator                                    | 24.75       |             |
| 21040       | Material Expediter                                      | 24.75       |             |
| 21050       | Material Handling Laborer                               | 17.00       | ***         |
| 21071       | Order Filler                                            | 16.05       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 18.02       |             |
| 21110       | Shipping Packer                                         | 18.28       |             |
| 21130       | Shipping/Receiving Clerk                                | 18.28       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21140       | Store Worker I                                    | 16.38 ***        |
| 21150       | Stock Clerk                                       | 21.37            |
| 21210       | Tools And Parts Attendant                         | 18.02            |
| 21410       | Warehouse Specialist                              | 18.02            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 28.77            |
| 23019       | Aircraft Logs and Records Technician              | 23.64            |
| 23021       | Aircraft Mechanic I                               | 27.51            |
| 23022       | Aircraft Mechanic II                              | 28.77            |
| 23023       | Aircraft Mechanic III                             | 29.79            |
| 23040       | Aircraft Mechanic Helper                          | 21.03            |
| 23050       | Aircraft, Painter                                 | 26.32            |
| 23060       | Aircraft Servicer                                 | 23.64            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 26.32            |
| 23080       | Aircraft Worker                                   | 24.90            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 24.90            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 27.51            |
| 23110       | Appliance Mechanic                                | 23.93            |
| 23120       | Bicycle Repairer                                  | 20.31            |
| 23125       | Cable Splicer                                     | 33.34            |
| 23130       | Carpenter, Maintenance                            | 22.70            |
| 23140       | Carpet Layer                                      | 22.64            |
| 23160       | Electrician, Maintenance                          | 27.51            |
| 23181       | Electronics Technician Maintenance I              | 31.99            |
| 23182       | Electronics Technician Maintenance II             | 33.80            |
| 23183       | Electronics Technician Maintenance III            | 35.33            |
| 23260       | Fabric Worker                                     | 21.49            |
| 23290       | Fire Alarm System Mechanic                        | 23.83            |
| 23310       | Fire Extinguisher Repairer                        | 20.31            |
| 23311       | Fuel Distribution System Mechanic                 | 25.01            |
| 23312       | Fuel Distribution System Operator                 | 20.31            |
| 23370       | General Maintenance Worker                        | 20.00            |
| 23380       | Ground Support Equipment Mechanic                 | 27.51            |
| 23381       | Ground Support Equipment Servicer                 | 23.64            |
| 23382       | Ground Support Equipment Worker                   | 24.90            |
| 23391       | Gunsmith I                                        | 20.31            |
| 23392       | Gunsmith II                                       | 22.64            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23393       | Gunsmith III                                                           | 25.01       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 24.08       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 25.17       |             |
| 23430       | Heavy Equipment Mechanic                                               | 30.99       |             |
| 23440       | Heavy Equipment Operator                                               | 18.57       |             |
| 23460       | Instrument Mechanic                                                    | 25.01       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 23.93       |             |
| 23470       | Laborer                                                                | 17.00       | ***         |
| 23510       | Locksmith                                                              | 23.93       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 31.86       |             |
| 23550       | Machinist, Maintenance                                                 | 27.67       |             |
| 23580       | Maintenance Trades Helper                                              | 16.11       | ***         |
| 23591       | Metrology Technician I                                                 | 25.01       |             |
| 23592       | Metrology Technician II                                                | 26.15       |             |
| 23593       | Metrology Technician III                                               | 27.20       |             |
| 23640       | Millwright                                                             | 27.82       |             |
| 23710       | Office Appliance Repairer                                              | 23.93       |             |
| 23760       | Painter, Maintenance                                                   | 27.34       |             |
| 23790       | Pipefitter, Maintenance                                                | 26.82       |             |
| 23810       | Plumber, Maintenance                                                   | 25.66       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 25.01       |             |
| 23850       | Rigger                                                                 | 25.01       |             |
| 23870       | Scale Mechanic                                                         | 22.64       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 22.72       |             |
| 23910       | Small Engine Mechanic                                                  | 22.64       |             |
| 23931       | Telecommunications Mechanic I                                          | 27.82       |             |
| 23932       | Telecommunications Mechanic II                                         | 29.15       |             |
| 23950       | Telephone Lineman                                                      | 27.51       |             |
| 23960       | Welder, Combination, Maintenance                                       | 23.54       |             |
| 23965       | Well Driller                                                           | 25.01       |             |
| 23970       | Woodcraft Worker                                                       | 25.01       |             |
| 23980       | Woodworker                                                             | 20.31       |             |
| 24000       | Personal Needs Occupations                                             |             |             |
| 24550       | Case Manager                                                           | 16.38       | ***         |
| 24570       | Child Care Attendant                                                   | 11.42       | ***         |
| 24580       | Child Care Center Clerk                                                | 14.51       | ***         |
| 24610       | Chore Aide                                                             | 12.56       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 24620       | Family Readiness And Support Services Coordinator | 16.38       | ***         |
| 24630       | Homemaker                                         | 16.39       | ***         |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 23.49       |             |
| 25040       | Sewage Plant Operator                             | 19.56       |             |
| 25070       | Stationary Engineer                               | 23.49       |             |
| 25190       | Ventilation Equipment Tender                      | 17.83       |             |
| 25210       | Water Treatment Plant Operator                    | 19.56       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 15.61       | ***         |
| 27007       | Baggage Inspector                                 | 13.92       | ***         |
| 27008       | Corrections Officer                               | 18.24       |             |
| 27010       | Court Security Officer                            | 20.03       |             |
| 27030       | Detection Dog Handler                             | 15.88       | ***         |
| 27040       | Detention Officer                                 | 18.24       |             |
| 27070       | Firefighter                                       | 19.41       |             |
| 27101       | Guard I                                           | 13.92       | ***         |
| 27102       | Guard II                                          | 15.88       | ***         |
| 27131       | Police Officer I                                  | 21.38       |             |
| 27132       | Police Officer II                                 | 23.75       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 13.18       | ***         |
| 28042       | Carnival Equipment Repairer                       | 14.00       | ***         |
| 28043       | Carnival Worker                                   | 10.33       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 16.16       | ***         |
| 28310       | Lifeguard                                         | 12.99       | ***         |
| 28350       | Park Attendant (Aide)                             | 18.08       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 13.20       | ***         |
| 28515       | Recreation Specialist                             | 22.40       |             |
| 28630       | Sports Official                                   | 14.40       | ***         |
| 28690       | Swimming Pool Operator                            | 15.74       | ***         |
| 29000       | Stevedoring/Longshoremen Occupational Services    |             |             |
| 29010       | Blocker And Bracer                                | 24.90       |             |
| 29020       | Hatch Tender                                      | 24.90       |             |
| 29030       | Line Handler                                      | 24.90       |             |
| 29041       | Stevedore I                                       | 23.64       |             |
| 29042       | Stevedore II                                      | 26.32       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99       |             |
| 30021       | Archeological Technician I                     | 18.70       |             |
| 30022       | Archeological Technician II                    | 20.92       |             |
| 30023       | Archeological Technician III                   | 25.92       |             |
| 30030       | Cartographic Technician                        | 25.92       |             |
| 30040       | Civil Engineering Technician                   | 27.60       |             |
| 30051       | Cryogenic Technician I                         | 28.70       |             |
| 30052       | Cryogenic Technician II                        | 31.71       |             |
| 30061       | Drafter/CAD Operator I                         | 18.70       |             |
| 30062       | Drafter/CAD Operator II                        | 20.92       |             |
| 30063       | Drafter/CAD Operator III                       | 23.33       |             |
| 30064       | Drafter/CAD Operator IV                        | 28.70       |             |
| 30081       | Engineering Technician I                       | 17.14       | ***         |
| 30082       | Engineering Technician II                      | 19.24       |             |
| 30083       | Engineering Technician III                     | 21.52       |             |
| 30084       | Engineering Technician IV                      | 26.66       |             |
| 30085       | Engineering Technician V                       | 32.61       |             |
| 30086       | Engineering Technician VI                      | 39.45       |             |
| 30090       | Environmental Technician                       | 25.92       |             |
| 30095       | Evidence Control Specialist                    | 25.92       |             |
| 30210       | Laboratory Technician                          | 23.33       |             |
| 30221       | Latent Fingerprint Technician I                | 28.70       |             |
| 30222       | Latent Fingerprint Technician II               | 31.71       |             |
| 30240       | Mathematical Technician                        | 25.92       |             |
| 30361       | Paralegal/Legal Assistant I                    | 22.40       |             |
| 30362       | Paralegal/Legal Assistant II                   | 27.73       |             |
| 30363       | Paralegal/Legal Assistant III                  | 33.92       |             |
| 30364       | Paralegal/Legal Assistant IV                   | 41.05       |             |
| 30375       | Petroleum Supply Specialist                    | 31.71       |             |
| 30390       | Photo-Optics Technician                        | 25.92       |             |
| 30395       | Radiation Control Technician                   | 31.71       |             |
| 30461       | Technical Writer I                             | 25.92       |             |
| 30462       | Technical Writer II                            | 31.71       |             |
| 30463       | Technical Writer III                           | 38.36       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28       |             |
| 30501       | Weather Forecaster I                                     | 28.70       |             |
| 30502       | Weather Forecaster II                                    | 34.92       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.33       | see 2       |
| 30621       | Weather Observer, Senior                                 | 25.92       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 14.58       | ***         |
| 31030       | Bus Driver                                               | 19.12       |             |
| 31043       | Driver Courier                                           | 17.00       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.33       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.44       | ***         |
| 31310       | Taxi Driver                                              | 15.74       | ***         |
| 31361       | Truckdriver, Light                                       | 18.06       |             |
| 31362       | Truckdriver, Medium                                      | 19.12       |             |
| 31363       | Truckdriver, Heavy                                       | 25.55       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 25.55       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.27       | ***         |
| 99030       | Cashier                                                  | 11.54       | ***         |
| 99050       | Desk Clerk                                               | 13.10       | ***         |
| 99095       | Embalmer                                                 | 28.73       |             |
| 99130       | Flight Follower                                          | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.53       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 17.38       | ***         |
| 99260       | Marketing Analyst                                        | 28.28       |             |
| 99310       | Mortician                                                | 28.73       |             |
| 99410       | Pest Controller                                          | 23.11       |             |
| 99510       | Photofinishing Worker                                    | 15.39       | ***         |
| 99710       | Recycling Laborer                                        | 19.71       |             |
| 99711       | Recycling Specialist                                     | 23.87       |             |
| 99730       | Refuse Collector                                         | 18.02       |             |
| 99810       | Sales Clerk                                              | 13.03       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99820       | School Crossing Guard           | 18.02       |             |
| 99830       | Survey Party Chief              | 24.37       |             |
| 99831       | Surveying Aide                  | 13.84       | ***         |
| 99832       | Surveying Technician            | 18.96       |             |
| 99840       | Vending Machine Attendant       | 22.99       |             |
| 99841       | Vending Machine Repairer        | 27.23       |             |
| 99842       | Vending Machine Repairer Helper | 22.99       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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; 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5917**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/01/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Georgia

Area: Georgia Counties of Stewart, Talbot

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.12       | ***         |
| 01012       | Accounting Clerk II                             | 19.21       |             |
| 01013       | Accounting Clerk III                            | 21.49       |             |
| 01020       | Administrative Assistant                        | 28.14       |             |
| 01035       | Court Reporter                                  | 19.79       |             |
| 01041       | Customer Service Representative I               | 16.16       | ***         |
| 01042       | Customer Service Representative II              | 17.63       | ***         |
| 01043       | Customer Service Representative III             | 19.79       |             |
| 01051       | Data Entry Operator I                           | 16.22       | ***         |
| 01052       | Data Entry Operator II                          | 17.70       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.45       |             |
| 01070       | Document Preparation Clerk                      | 15.76       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.76       | ***         |
| 01111       | General Clerk I                                 | 16.01       | ***         |
| 01112       | General Clerk II                                | 17.47       | ***         |
| 01113       | General Clerk III                               | 19.61       |             |
| 01120       | Housing Referral Assistant                      | 22.05       |             |
| 01141       | Messenger Courier                               | 14.33       | ***         |
| 01191       | Order Clerk I                                   | 15.79       | ***         |
| 01192       | Order Clerk II                                  | 17.23       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 19.70       |             |
| 01262       | Personnel Assistant (Employment) II             | 22.04       |             |
| 01263       | Personnel Assistant (Employment) III            | 24.57       |             |
| 01270       | Production Control Clerk                        | 23.37       |             |
| 01290       | Rental Clerk                                    | 15.02       | ***         |
| 01300       | Scheduler, Maintenance                          | 17.69       | ***         |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 17.69       | ***         |
| 01312       | Secretary II                             | 19.79       |             |
| 01313       | Secretary III                            | 22.05       |             |
| 01320       | Service Order Dispatcher                 | 19.18       |             |
| 01410       | Supply Technician                        | 28.14       |             |
| 01420       | Survey Worker                            | 18.34       |             |
| 01460       | Switchboard Operator/Receptionist        | 15.29       | ***         |
| 01531       | Travel Clerk I                           | 15.38       | ***         |
| 01532       | Travel Clerk II                          | 16.64       | ***         |
| 01533       | Travel Clerk III                         | 17.93       |             |
| 01611       | Word Processor I                         | 15.76       | ***         |
| 01612       | Word Processor II                        | 17.69       | ***         |
| 01613       | Word Processor III                       | 19.79       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 22.72       |             |
| 05010       | Automotive Electrician                   | 19.38       |             |
| 05040       | Automotive Glass Installer               | 18.18       |             |
| 05070       | Automotive Worker                        | 18.18       |             |
| 05110       | Mobile Equipment Servicer                | 16.26       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 20.10       |             |
| 05160       | Motor Equipment Metal Worker             | 18.18       |             |
| 05190       | Motor Vehicle Mechanic                   | 20.10       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 15.26       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 17.22       | ***         |
| 05280       | Motor Vehicle Wrecker                    | 18.18       |             |
| 05310       | Painter, Automotive                      | 19.15       |             |
| 05340       | Radiator Repair Specialist               | 18.18       |             |
| 05370       | Tire Repairer                            | 17.13       | ***         |
| 05400       | Transmission Repair Specialist           | 20.10       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 14.26       | ***         |
| 07041       | Cook I                                   | 14.15       | ***         |
| 07042       | Cook II                                  | 16.14       | ***         |
| 07070       | Dishwasher                               | 12.38       | ***         |
| 07130       | Food Service Worker                      | 13.86       | ***         |
| 07210       | Meat Cutter                              | 16.24       | ***         |
| 07260       | Waiter/Waitress                          | 10.58       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.81       |             |
| 09040       | Furniture Handler                            | 13.76       | ***         |
| 09080       | Furniture Refinisher                         | 20.81       |             |
| 09090       | Furniture Refinisher Helper                  | 16.10       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.52       |             |
| 09130       | Upholsterer                                  | 20.81       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 13.57       | ***         |
| 11060       | Elevator Operator                            | 13.88       | ***         |
| 11090       | Gardener                                     | 19.73       |             |
| 11122       | Housekeeping Aide                            | 14.02       | ***         |
| 11150       | Janitor                                      | 14.02       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.04       | ***         |
| 11240       | Maid or Houseman                             | 12.30       | ***         |
| 11260       | Pruner                                       | 14.70       | ***         |
| 11270       | Tractor Operator                             | 18.52       |             |
| 11330       | Trail Maintenance Worker                     | 16.04       | ***         |
| 11360       | Window Cleaner                               | 15.35       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 17.35       | ***         |
| 12011       | Breath Alcohol Technician                    | 22.75       |             |
| 12012       | Certified Occupational Therapist Assistant   | 31.22       |             |
| 12015       | Certified Physical Therapist Assistant       | 34.54       |             |
| 12020       | Dental Assistant                             | 18.22       |             |
| 12025       | Dental Hygienist                             | 37.03       |             |
| 12030       | EKG Technician                               | 32.59       |             |
| 12035       | Electroneurodiagnostic Technologist          | 32.59       |             |
| 12040       | Emergency Medical Technician                 | 17.35       | ***         |
| 12071       | Licensed Practical Nurse I                   | 20.35       |             |
| 12072       | Licensed Practical Nurse II                  | 22.75       |             |
| 12073       | Licensed Practical Nurse III                 | 25.37       |             |
| 12100       | Medical Assistant                            | 17.66       | ***         |
| 12130       | Medical Laboratory Technician                | 28.48       |             |
| 12160       | Medical Record Clerk                         | 20.08       |             |
| 12190       | Medical Record Technician                    | 22.45       |             |
| 12195       | Medical Transcriptionist                     | 20.35       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 50.02       |             |
| 12221       | Nursing Assistant I                                  | 13.57       | ***         |
| 12222       | Nursing Assistant II                                 | 15.27       | ***         |
| 12223       | Nursing Assistant III                                | 16.66       | ***         |
| 12224       | Nursing Assistant IV                                 | 18.70       |             |
| 12235       | Optical Dispenser                                    | 21.17       |             |
| 12236       | Optical Technician                                   | 20.35       |             |
| 12250       | Pharmacy Technician                                  | 18.36       |             |
| 12280       | Phlebotomist                                         | 17.74       | ***         |
| 12305       | Radiologic Technologist                              | 30.02       |             |
| 12311       | Registered Nurse I                                   | 27.16       |             |
| 12312       | Registered Nurse II                                  | 33.22       |             |
| 12313       | Registered Nurse II, Specialist                      | 33.22       |             |
| 12314       | Registered Nurse III                                 | 40.19       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 40.19       |             |
| 12316       | Registered Nurse IV                                  | 48.17       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 28.20       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 23.45       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 21.61       |             |
| 13012       | Exhibits Specialist II                               | 26.77       |             |
| 13013       | Exhibits Specialist III                              | 32.74       |             |
| 13041       | Illustrator I                                        | 21.61       |             |
| 13042       | Illustrator II                                       | 26.77       |             |
| 13043       | Illustrator III                                      | 32.74       |             |
| 13047       | Librarian                                            | 29.65       |             |
| 13050       | Library Aide/Clerk                                   | 17.21       | ***         |
| 13054       | Library Information Technology Systems Administrator | 26.77       |             |
| 13058       | Library Technician                                   | 19.12       |             |
| 13061       | Media Specialist I                                   | 19.32       |             |
| 13062       | Media Specialist II                                  | 21.61       |             |
| 13063       | Media Specialist III                                 | 24.09       |             |
| 13071       | Photographer I                                       | 19.29       |             |
| 13072       | Photographer II                                      | 21.58       |             |
| 13073       | Photographer III                                     | 26.74       |             |
| 13074       | Photographer IV                                      | 32.70       |             |
| 13075       | Photographer V                                       | 39.56       |             |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 21.61       |             |
| 13110       | Video Teleconference Technician                         | 19.32       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 17.62       | ***         |
| 14042       | Computer Operator II                                    | 19.71       |             |
| 14043       | Computer Operator III                                   | 21.99       |             |
| 14044       | Computer Operator IV                                    | 24.42       |             |
| 14045       | Computer Operator V                                     | 27.05       |             |
| 14071       | Computer Programmer I                                   | 22.26       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 17.62       | ***         |
| 14160       | Personal Computer Support Technician                    | 24.42       |             |
| 14170       | System Support Specialist                               | 30.15       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 36.33       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 43.96       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 52.70       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 36.33       |             |
| 15060       | Educational Technologist                                | 38.83       |             |
| 15070       | Flight Instructor (Pilot)                               | 52.70       |             |
| 15080       | Graphic Artist                                          | 25.40       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 52.70       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 52.70       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 52.70       |             |
| 15090       | Technical Instructor                                    | 21.88       |             |
| 15095       | Technical Instructor/Course Developer                   | 26.77       |             |
| 15110       | Test Proctor                                            | 17.66       | ***         |
| 15120       | Tutor                                                   | 17.66       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 10.57       | ***         |
| 16030       | Counter Attendant                                       | 10.57       | ***         |
| 16040       | Dry Cleaner                                             | 12.82       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 10.57       | ***         |
| 16090       | Presser, Hand                                     | 10.57       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 10.57       | ***         |
| 16130       | Presser, Machine, Shirts                          | 10.57       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 10.57       | ***         |
| 16190       | Sewing Machine Operator                           | 13.58       | ***         |
| 16220       | Tailor                                            | 14.31       | ***         |
| 16250       | Washer, Machine                                   | 11.25       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 24.41       |             |
| 19040       | Tool And Die Maker                                | 28.94       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 20.30       |             |
| 21030       | Material Coordinator                              | 23.37       |             |
| 21040       | Material Expediter                                | 23.37       |             |
| 21050       | Material Handling Laborer                         | 17.30       | ***         |
| 21071       | Order Filler                                      | 15.18       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 20.30       |             |
| 21110       | Shipping Packer                                   | 17.97       |             |
| 21130       | Shipping/Receiving Clerk                          | 17.97       |             |
| 21140       | Store Worker I                                    | 15.42       | ***         |
| 21150       | Stock Clerk                                       | 19.83       |             |
| 21210       | Tools And Parts Attendant                         | 20.30       |             |
| 21410       | Warehouse Specialist                              | 20.30       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 27.72       |             |
| 23019       | Aircraft Logs and Records Technician              | 22.50       |             |
| 23021       | Aircraft Mechanic I                               | 26.40       |             |
| 23022       | Aircraft Mechanic II                              | 27.72       |             |
| 23023       | Aircraft Mechanic III                             | 29.13       |             |
| 23040       | Aircraft Mechanic Helper                          | 20.00       |             |
| 23050       | Aircraft, Painter                                 | 25.00       |             |
| 23060       | Aircraft Servicer                                 | 22.50       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 25.00       |             |
| 23080       | Aircraft Worker                                   | 23.71       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 23.71       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 26.40       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23110       | Appliance Mechanic                                                     | 23.53       |             |
| 23120       | Bicycle Repairer                                                       | 19.47       |             |
| 23125       | Cable Splicer                                                          | 38.02       |             |
| 23130       | Carpenter, Maintenance                                                 | 21.44       |             |
| 23140       | Carpet Layer                                                           | 22.21       |             |
| 23160       | Electrician, Maintenance                                               | 24.71       |             |
| 23181       | Electronics Technician Maintenance I                                   | 26.11       |             |
| 23182       | Electronics Technician Maintenance II                                  | 27.66       |             |
| 23183       | Electronics Technician Maintenance III                                 | 29.23       |             |
| 23260       | Fabric Worker                                                          | 20.84       |             |
| 23290       | Fire Alarm System Mechanic                                             | 22.75       |             |
| 23310       | Fire Extinguisher Repairer                                             | 19.47       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 23.33       |             |
| 23312       | Fuel Distribution System Operator                                      | 19.01       |             |
| 23370       | General Maintenance Worker                                             | 19.67       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 26.40       |             |
| 23381       | Ground Support Equipment Servicer                                      | 22.50       |             |
| 23382       | Ground Support Equipment Worker                                        | 23.71       |             |
| 23391       | Gunsmith I                                                             | 19.47       |             |
| 23392       | Gunsmith II                                                            | 22.21       |             |
| 23393       | Gunsmith III                                                           | 24.86       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.63       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 23.89       |             |
| 23430       | Heavy Equipment Mechanic                                               | 27.90       |             |
| 23440       | Heavy Equipment Operator                                               | 19.67       |             |
| 23460       | Instrument Mechanic                                                    | 24.86       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 23.53       |             |
| 23470       | Laborer                                                                | 17.30       | ***         |
| 23510       | Locksmith                                                              | 23.53       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 29.81       |             |
| 23550       | Machinist, Maintenance                                                 | 21.60       |             |
| 23580       | Maintenance Trades Helper                                              | 15.35       | ***         |
| 23591       | Metrology Technician I                                                 | 24.86       |             |
| 23592       | Metrology Technician II                                                | 26.24       |             |
| 23593       | Metrology Technician III                                               | 27.56       |             |
| 23640       | Millwright                                                             | 28.28       |             |
| 23710       | Office Appliance Repairer                                              | 21.19       |             |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 19.79       |             |
| 23790                                         | Pipefitter, Maintenance                           | 24.32       |             |
| 23810                                         | Plumber, Maintenance                              | 23.18       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 24.86       |             |
| 23850                                         | Rigger                                            | 24.86       |             |
| 23870                                         | Scale Mechanic                                    | 22.21       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 20.58       |             |
| 23910                                         | Small Engine Mechanic                             | 21.10       |             |
| 23931                                         | Telecommunications Mechanic I                     | 27.17       |             |
| 23932                                         | Telecommunications Mechanic II                    | 28.42       |             |
| 23950                                         | Telephone Lineman                                 | 24.59       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 20.39       |             |
| 23965                                         | Well Driller                                      | 24.86       |             |
| 23970                                         | Woodcraft Worker                                  | 24.86       |             |
| 23980                                         | Woodworker                                        | 19.47       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 16.39       | ***         |
| 24570                                         | Child Care Attendant                              | 12.04       | ***         |
| 24580                                         | Child Care Center Clerk                           | 15.01       | ***         |
| 24610                                         | Chore Aide                                        | 13.28       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 16.39       | ***         |
| 24630                                         | Homemaker                                         | 16.39       | ***         |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 23.33       |             |
| 25040                                         | Sewage Plant Operator                             | 21.75       |             |
| 25070                                         | Stationary Engineer                               | 23.33       |             |
| 25190                                         | Ventilation Equipment Tender                      | 17.88       |             |
| 25210                                         | Water Treatment Plant Operator                    | 21.75       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 17.44       | ***         |
| 27007                                         | Baggage Inspector                                 | 15.88       | ***         |
| 27008                                         | Corrections Officer                               | 20.90       |             |
| 27010                                         | Court Security Officer                            | 20.67       |             |
| 27030                                         | Detection Dog Handler                             | 17.77       |             |
| 27040                                         | Detention Officer                                 | 20.90       |             |
| 27070                                         | Firefighter                                       | 21.08       |             |
| 27101                                         | Guard I                                           | 15.88       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 17.77       |             |
| 27131       | Police Officer I                               | 23.38       |             |
| 27132       | Police Officer II                              | 25.98       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.50       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.45       | ***         |
| 28043       | Carnival Worker                                | 11.49       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.07       | ***         |
| 28310       | Lifeguard                                      | 15.20       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.09       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 13.94       | ***         |
| 28515       | Recreation Specialist                          | 23.64       |             |
| 28630       | Sports Official                                | 15.21       | ***         |
| 28690       | Swimming Pool Operator                         | 18.80       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 22.21       |             |
| 29020       | Hatch Tender                                   | 22.21       |             |
| 29030       | Line Handler                                   | 22.21       |             |
| 29041       | Stevedore I                                    | 20.84       |             |
| 29042       | Stevedore II                                   | 23.53       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.72       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.60       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.00       |             |
| 30021       | Archeological Technician I                     | 19.29       |             |
| 30022       | Archeological Technician II                    | 21.58       |             |
| 30023       | Archeological Technician III                   | 26.74       |             |
| 30030       | Cartographic Technician                        | 26.74       |             |
| 30040       | Civil Engineering Technician                   | 24.84       |             |
| 30051       | Cryogenic Technician I                         | 29.61       |             |
| 30052       | Cryogenic Technician II                        | 32.70       |             |
| 30061       | Drafter/CAD Operator I                         | 19.29       |             |
| 30062       | Drafter/CAD Operator II                        | 21.58       |             |
| 30063       | Drafter/CAD Operator III                       | 24.06       |             |
| 30064       | Drafter/CAD Operator IV                        | 29.61       |             |
| 30081       | Engineering Technician I                       | 16.83       | ***         |
| 30082       | Engineering Technician II                      | 18.89       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30083       | Engineering Technician III                               | 21.13       |             |
| 30084       | Engineering Technician IV                                | 27.52       |             |
| 30085       | Engineering Technician V                                 | 33.30       |             |
| 30086       | Engineering Technician VI                                | 38.73       |             |
| 30090       | Environmental Technician                                 | 26.74       |             |
| 30095       | Evidence Control Specialist                              | 26.74       |             |
| 30210       | Laboratory Technician                                    | 25.37       |             |
| 30221       | Latent Fingerprint Technician I                          | 29.61       |             |
| 30222       | Latent Fingerprint Technician II                         | 32.70       |             |
| 30240       | Mathematical Technician                                  | 26.74       |             |
| 30361       | Paralegal/Legal Assistant I                              | 22.44       |             |
| 30362       | Paralegal/Legal Assistant II                             | 27.80       |             |
| 30363       | Paralegal/Legal Assistant III                            | 33.99       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 41.13       |             |
| 30375       | Petroleum Supply Specialist                              | 32.70       |             |
| 30390       | Photo-Optics Technician                                  | 26.74       |             |
| 30395       | Radiation Control Technician                             | 32.70       |             |
| 30461       | Technical Writer I                                       | 28.79       |             |
| 30462       | Technical Writer II                                      | 35.21       |             |
| 30463       | Technical Writer III                                     | 42.60       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.97       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 37.46       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.90       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.97       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.97       |             |
| 30501       | Weather Forecaster I                                     | 29.61       |             |
| 30502       | Weather Forecaster II                                    | 36.01       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.06       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.74       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 37.46       |             |
| 31020       | Bus Aide                                                 | 12.43       | ***         |
| 31030       | Bus Driver                                               | 18.26       |             |
| 31043       | Driver Courier                                           | 15.80       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.60       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.89       | ***         |
| 31310       | Taxi Driver                                              | 11.58       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 16.90       | ***         |
| 31362       | Truckdriver, Medium             | 18.09       |             |
| 31363       | Truckdriver, Heavy              | 23.63       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 23.63       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 18.27       |             |
| 99030       | Cashier                         | 12.63       | ***         |
| 99050       | Desk Clerk                      | 13.16       | ***         |
| 99095       | Embalmer                        | 30.97       |             |
| 99130       | Flight Follower                 | 30.97       |             |
| 99251       | Laboratory Animal Caretaker I   | 14.26       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 15.32       | ***         |
| 99260       | Marketing Analyst               | 29.91       |             |
| 99310       | Mortician                       | 30.97       |             |
| 99410       | Pest Controller                 | 18.48       |             |
| 99510       | Photofinishing Worker           | 16.27       | ***         |
| 99710       | Recycling Laborer               | 17.94       |             |
| 99711       | Recycling Specialist            | 20.99       |             |
| 99730       | Refuse Collector                | 16.39       | ***         |
| 99810       | Sales Clerk                     | 13.13       | ***         |
| 99820       | School Crossing Guard           | 16.91       | ***         |
| 99830       | Survey Party Chief              | 22.75       |             |
| 99831       | Surveying Aide                  | 16.12       | ***         |
| 99832       | Surveying Technician            | 22.04       |             |
| 99840       | Vending Machine Attendant       | 21.34       |             |
| 99841       | Vending Machine Repairer        | 25.43       |             |
| 99842       | Vending Machine Repairer Helper | 21.34       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5919**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/01/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Florida

Area: Florida County of Levy

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 17.82     |
| 01012 | Accounting Clerk II                             | 20.00     |
| 01013 | Accounting Clerk III                            | 22.37     |
| 01020 | Administrative Assistant                        | 27.86     |
| 01035 | Court Reporter                                  | 20.26     |
| 01041 | Customer Service Representative I               | 14.79 *** |
| 01042 | Customer Service Representative II              | 16.14 *** |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01043       | Customer Service Representative III  | 18.12       |             |
| 01051       | Data Entry Operator I                | 15.74       | ***         |
| 01052       | Data Entry Operator II               | 17.17       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 21.64       |             |
| 01070       | Document Preparation Clerk           | 16.14       | ***         |
| 01090       | Duplicating Machine Operator         | 16.14       | ***         |
| 01111       | General Clerk I                      | 16.58       | ***         |
| 01112       | General Clerk II                     | 18.08       |             |
| 01113       | General Clerk III                    | 20.30       |             |
| 01120       | Housing Referral Assistant           | 22.59       |             |
| 01141       | Messenger Courier                    | 18.20       |             |
| 01191       | Order Clerk I                        | 17.02       | ***         |
| 01192       | Order Clerk II                       | 18.58       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.52       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.72       |             |
| 01263       | Personnel Assistant (Employment) III | 23.09       |             |
| 01270       | Production Control Clerk             | 24.08       |             |
| 01290       | Rental Clerk                         | 17.23       | ***         |
| 01300       | Scheduler, Maintenance               | 18.11       |             |
| 01311       | Secretary I                          | 18.11       |             |
| 01312       | Secretary II                         | 20.26       |             |
| 01313       | Secretary III                        | 22.59       |             |
| 01320       | Service Order Dispatcher             | 19.64       |             |
| 01410       | Supply Technician                    | 27.86       |             |
| 01420       | Survey Worker                        | 18.36       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.20       | ***         |
| 01531       | Travel Clerk I                       | 15.92       | ***         |
| 01532       | Travel Clerk II                      | 17.87       |             |
| 01533       | Travel Clerk III                     | 19.99       |             |
| 01611       | Word Processor I                     | 14.75       | ***         |
| 01612       | Word Processor II                    | 16.56       | ***         |
| 01613       | Word Processor III                   | 18.51       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 24.29       |             |
| 05010       | Automotive Electrician               | 21.31       |             |
| 05040       | Automotive Glass Installer           | 19.98       |             |
| 05070       | Automotive Worker                    | 19.98       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05110       | Mobile Equipment Servicer                    | 17.33       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 22.67       |             |
| 05160       | Motor Equipment Metal Worker                 | 19.98       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.67       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.01       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 18.67       |             |
| 05280       | Motor Vehicle Wrecker                        | 19.98       |             |
| 05310       | Painter, Automotive                          | 21.31       |             |
| 05340       | Radiator Repair Specialist                   | 19.98       |             |
| 05370       | Tire Repairer                                | 15.21       | ***         |
| 05400       | Transmission Repair Specialist               | 22.67       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 15.76       | ***         |
| 07041       | Cook I                                       | 15.55       | ***         |
| 07042       | Cook II                                      | 18.05       |             |
| 07070       | Dishwasher                                   | 13.86       | ***         |
| 07130       | Food Service Worker                          | 15.17       | ***         |
| 07210       | Meat Cutter                                  | 18.95       |             |
| 07260       | Waiter/Waitress                              | 13.81       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.86       |             |
| 09040       | Furniture Handler                            | 13.94       | ***         |
| 09080       | Furniture Refinisher                         | 22.86       |             |
| 09090       | Furniture Refinisher Helper                  | 16.95       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.89       |             |
| 09130       | Upholsterer                                  | 22.86       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 15.47       | ***         |
| 11060       | Elevator Operator                            | 15.73       | ***         |
| 11090       | Gardener                                     | 22.22       |             |
| 11122       | Housekeeping Aide                            | 15.73       | ***         |
| 11150       | Janitor                                      | 15.73       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.97       | ***         |
| 11240       | Maid or Houseman                             | 14.50       | ***         |
| 11260       | Pruner                                       | 15.11       | ***         |
| 11270       | Tractor Operator                             | 20.52       |             |
| 11330       | Trail Maintenance Worker                     | 16.97       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11360       | Window Cleaner                             | 17.64       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 17.26       | ***         |
| 12011       | Breath Alcohol Technician                  | 24.33       |             |
| 12012       | Certified Occupational Therapist Assistant | 35.51       |             |
| 12015       | Certified Physical Therapist Assistant     | 31.02       |             |
| 12020       | Dental Assistant                           | 22.08       |             |
| 12025       | Dental Hygienist                           | 39.62       |             |
| 12030       | EKG Technician                             | 36.88       |             |
| 12035       | Electroneurodiagnostic Technologist        | 36.88       |             |
| 12040       | Emergency Medical Technician               | 17.26       | ***         |
| 12071       | Licensed Practical Nurse I                 | 21.76       |             |
| 12072       | Licensed Practical Nurse II                | 24.33       |             |
| 12073       | Licensed Practical Nurse III               | 27.14       |             |
| 12100       | Medical Assistant                          | 18.47       |             |
| 12130       | Medical Laboratory Technician              | 28.23       |             |
| 12160       | Medical Record Clerk                       | 18.83       |             |
| 12190       | Medical Record Technician                  | 21.07       |             |
| 12195       | Medical Transcriptionist                   | 19.78       |             |
| 12210       | Nuclear Medicine Technologist              | 48.62       |             |
| 12221       | Nursing Assistant I                        | 13.98       | ***         |
| 12222       | Nursing Assistant II                       | 15.74       | ***         |
| 12223       | Nursing Assistant III                      | 17.17       | ***         |
| 12224       | Nursing Assistant IV                       | 19.27       |             |
| 12235       | Optical Dispenser                          | 25.44       |             |
| 12236       | Optical Technician                         | 21.76       |             |
| 12250       | Pharmacy Technician                        | 19.13       |             |
| 12280       | Phlebotomist                               | 19.87       |             |
| 12305       | Radiologic Technologist                    | 33.35       |             |
| 12311       | Registered Nurse I                         | 27.52       |             |
| 12312       | Registered Nurse II                        | 33.66       |             |
| 12313       | Registered Nurse II, Specialist            | 33.66       |             |
| 12314       | Registered Nurse III                       | 40.72       |             |
| 12315       | Registered Nurse III, Anesthetist          | 40.72       |             |
| 12316       | Registered Nurse IV                        | 48.82       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 30.15       |             |
| 12320       | Substance Abuse Treatment Counselor        | 24.01       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 19.57       |             |
| 13012       | Exhibits Specialist II                               | 24.23       |             |
| 13013       | Exhibits Specialist III                              | 29.65       |             |
| 13041       | Illustrator I                                        | 19.57       |             |
| 13042       | Illustrator II                                       | 24.23       |             |
| 13043       | Illustrator III                                      | 29.65       |             |
| 13047       | Librarian                                            | 26.84       |             |
| 13050       | Library Aide/Clerk                                   | 14.81       | ***         |
| 13054       | Library Information Technology Systems Administrator | 24.23       |             |
| 13058       | Library Technician                                   | 16.41       | ***         |
| 13061       | Media Specialist I                                   | 16.66       | ***         |
| 13062       | Media Specialist II                                  | 18.63       |             |
| 13063       | Media Specialist III                                 | 20.78       |             |
| 13071       | Photographer I                                       | 16.66       | ***         |
| 13072       | Photographer II                                      | 18.63       |             |
| 13073       | Photographer III                                     | 23.09       |             |
| 13074       | Photographer IV                                      | 28.25       |             |
| 13075       | Photographer V                                       | 34.17       |             |
| 13090       | Technical Order Library Clerk                        | 18.47       |             |
| 13110       | Video Teleconference Technician                      | 19.24       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 20.53       |             |
| 14042       | Computer Operator II                                 | 22.95       |             |
| 14043       | Computer Operator III                                | 25.56       |             |
| 14044       | Computer Operator IV                                 | 28.42       |             |
| 14045       | Computer Operator V                                  | 31.48       |             |
| 14071       | Computer Programmer I                                | 18.81       | see 1       |
| 14072       | Computer Programmer II                               | 23.31       | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 20.53       |             |
| 14160       | Personal Computer Support Technician                 | 28.42       |             |
| 14170       | System Support Specialist                            | 32.45       |             |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.81       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 40.91       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 49.05       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.81       |             |
| 15060       | Educational Technologist                                | 32.54       |             |
| 15070       | Flight Instructor (Pilot)                               | 49.05       |             |
| 15080       | Graphic Artist                                          | 25.49       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 49.05       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.05       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.05       |             |
| 15090       | Technical Instructor                                    | 20.06       |             |
| 15095       | Technical Instructor/Course Developer                   | 24.54       |             |
| 15110       | Test Proctor                                            | 16.20       | ***         |
| 15120       | Tutor                                                   | 16.20       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 14.22       | ***         |
| 16030       | Counter Attendant                                       | 14.22       | ***         |
| 16040       | Dry Cleaner                                             | 16.26       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 14.22       | ***         |
| 16090       | Presser, Hand                                           | 14.22       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 14.22       | ***         |
| 16130       | Presser, Machine, Shirts                                | 14.22       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 14.22       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.94       | ***         |
| 16220       | Tailor                                                  | 17.62       | ***         |
| 16250       | Washer, Machine                                         | 14.90       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.85       |             |
| 19040       | Tool And Die Maker                                      | 31.16       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.86       |             |
| 21030       | Material Coordinator                                    | 24.08       |             |
| 21040       | Material Expediter                                      | 24.08       |             |
| 21050       | Material Handling Laborer                               | 16.93       | ***         |
| 21071       | Order Filler                                            | 17.06       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.86       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21110       | Shipping Packer                                   | 18.30            |
| 21130       | Shipping/Receiving Clerk                          | 18.30            |
| 21140       | Store Worker I                                    | 13.54 ***        |
| 21150       | Stock Clerk                                       | 18.46            |
| 21210       | Tools And Parts Attendant                         | 20.86            |
| 21410       | Warehouse Specialist                              | 20.86            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 27.58            |
| 23019       | Aircraft Logs and Records Technician              | 21.45            |
| 23021       | Aircraft Mechanic I                               | 26.05            |
| 23022       | Aircraft Mechanic II                              | 27.58            |
| 23023       | Aircraft Mechanic III                             | 29.13            |
| 23040       | Aircraft Mechanic Helper                          | 18.38            |
| 23050       | Aircraft, Painter                                 | 24.48            |
| 23060       | Aircraft Servicer                                 | 21.45            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 24.48            |
| 23080       | Aircraft Worker                                   | 22.96            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 22.96            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 26.05            |
| 23110       | Appliance Mechanic                                | 24.85            |
| 23120       | Bicycle Repairer                                  | 20.10            |
| 23125       | Cable Splicer                                     | 40.21            |
| 23130       | Carpenter, Maintenance                            | 22.42            |
| 23140       | Carpet Layer                                      | 23.30            |
| 23160       | Electrician, Maintenance                          | 24.04            |
| 23181       | Electronics Technician Maintenance I              | 24.88            |
| 23182       | Electronics Technician Maintenance II             | 27.32            |
| 23183       | Electronics Technician Maintenance III            | 29.12            |
| 23260       | Fabric Worker                                     | 21.73            |
| 23290       | Fire Alarm System Mechanic                        | 24.21            |
| 23310       | Fire Extinguisher Repairer                        | 20.10            |
| 23311       | Fuel Distribution System Mechanic                 | 25.83            |
| 23312       | Fuel Distribution System Operator                 | 19.76            |
| 23370       | General Maintenance Worker                        | 19.69            |
| 23380       | Ground Support Equipment Mechanic                 | 26.05            |
| 23381       | Ground Support Equipment Servicer                 | 21.45            |
| 23382       | Ground Support Equipment Worker                   | 22.96            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23391       | Gunsmith I                                                             | 20.10            |
| 23392       | Gunsmith II                                                            | 23.30            |
| 23393       | Gunsmith III                                                           | 26.44            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 24.14            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 25.58            |
| 23430       | Heavy Equipment Mechanic                                               | 28.80            |
| 23440       | Heavy Equipment Operator                                               | 20.67            |
| 23460       | Instrument Mechanic                                                    | 26.44            |
| 23465       | Laboratory/Shelter Mechanic                                            | 24.85            |
| 23470       | Laborer                                                                | 16.93 ***        |
| 23510       | Locksmith                                                              | 24.85            |
| 23530       | Machinery Maintenance Mechanic                                         | 28.19            |
| 23550       | Machinist, Maintenance                                                 | 23.41            |
| 23580       | Maintenance Trades Helper                                              | 18.42            |
| 23591       | Metrology Technician I                                                 | 26.44            |
| 23592       | Metrology Technician II                                                | 28.00            |
| 23593       | Metrology Technician III                                               | 29.58            |
| 23640       | Millwright                                                             | 26.63            |
| 23710       | Office Appliance Repairer                                              | 22.59            |
| 23760       | Painter, Maintenance                                                   | 20.09            |
| 23790       | Pipefitter, Maintenance                                                | 25.90            |
| 23810       | Plumber, Maintenance                                                   | 24.30            |
| 23820       | Pneudraulic Systems Mechanic                                           | 26.44            |
| 23850       | Rigger                                                                 | 26.05            |
| 23870       | Scale Mechanic                                                         | 23.30            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 21.99            |
| 23910       | Small Engine Mechanic                                                  | 20.71            |
| 23931       | Telecommunications Mechanic I                                          | 31.04            |
| 23932       | Telecommunications Mechanic II                                         | 32.87            |
| 23950       | Telephone Lineman                                                      | 25.34            |
| 23960       | Welder, Combination, Maintenance                                       | 22.47            |
| 23965       | Well Driller                                                           | 25.38            |
| 23970       | Woodcraft Worker                                                       | 26.44            |
| 23980       | Woodworker                                                             | 20.10            |
| 24000       | Personal Needs Occupations                                             |                  |
| 24550       | Case Manager                                                           | 18.67            |
| 24570       | Child Care Attendant                                                   | 13.89 ***        |

| <b>Code</b>                                          | <b>Title</b>                                      | <b>Rate Note</b> |
|------------------------------------------------------|---------------------------------------------------|------------------|
| 24580                                                | Child Care Center Clerk                           | 17.32 ***        |
| 24610                                                | Chore Aide                                        | 15.21 ***        |
| 24620                                                | Family Readiness And Support Services Coordinator | 18.67            |
| 24630                                                | Homemaker                                         | 18.67            |
| 25000 Plant And System Operations Occupations        |                                                   |                  |
| 25010                                                | Boiler Tender                                     | 25.43            |
| 25040                                                | Sewage Plant Operator                             | 23.91            |
| 25070                                                | Stationary Engineer                               | 25.43            |
| 25190                                                | Ventilation Equipment Tender                      | 17.95            |
| 25210                                                | Water Treatment Plant Operator                    | 23.91            |
| 27000 Protective Service Occupations                 |                                                   |                  |
| 27004                                                | Alarm Monitor                                     | 17.90            |
| 27007                                                | Baggage Inspector                                 | 16.71 ***        |
| 27008                                                | Corrections Officer                               | 20.49            |
| 27010                                                | Court Security Officer                            | 21.29            |
| 27030                                                | Detection Dog Handler                             | 18.69            |
| 27040                                                | Detention Officer                                 | 20.49            |
| 27070                                                | Firefighter                                       | 19.12            |
| 27101                                                | Guard I                                           | 16.71 ***        |
| 27102                                                | Guard II                                          | 18.69            |
| 27131                                                | Police Officer I                                  | 24.26            |
| 27132                                                | Police Officer II                                 | 26.95            |
| 28000 Recreation Occupations                         |                                                   |                  |
| 28041                                                | Carnival Equipment Operator                       | 17.92            |
| 28042                                                | Carnival Equipment Repairer                       | 19.40            |
| 28043                                                | Carnival Worker                                   | 13.33 ***        |
| 28210                                                | Gate Attendant/Gate Tender                        | 19.32            |
| 28310                                                | Lifeguard                                         | 14.89 ***        |
| 28350                                                | Park Attendant (Aide)                             | 21.58            |
| 28510                                                | Recreation Aide/Health Facility Attendant         | 15.75 ***        |
| 28515                                                | Recreation Specialist                             | 26.75            |
| 28630                                                | Sports Official                                   | 17.19 ***        |
| 28690                                                | Swimming Pool Operator                            | 22.37            |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                   |                  |
| 29010                                                | Blocker And Bracer                                | 23.90            |
| 29020                                                | Hatch Tender                                      | 23.90            |
| 29030                                                | Line Handler                                      | 23.90            |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 29041       | Stevedore I                                    | 22.25            |
| 29042       | Stevedore II                                   | 25.60            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99            |
| 30021       | Archeological Technician I                     | 19.95            |
| 30022       | Archeological Technician II                    | 22.32            |
| 30023       | Archeological Technician III                   | 27.65            |
| 30030       | Cartographic Technician                        | 27.65            |
| 30040       | Civil Engineering Technician                   | 27.65            |
| 30051       | Cryogenic Technician I                         | 30.62            |
| 30052       | Cryogenic Technician II                        | 33.83            |
| 30061       | Drafter/CAD Operator I                         | 19.95            |
| 30062       | Drafter/CAD Operator II                        | 22.32            |
| 30063       | Drafter/CAD Operator III                       | 24.89            |
| 30064       | Drafter/CAD Operator IV                        | 30.62            |
| 30081       | Engineering Technician I                       | 17.17 ***        |
| 30082       | Engineering Technician II                      | 19.27            |
| 30083       | Engineering Technician III                     | 21.55            |
| 30084       | Engineering Technician IV                      | 26.70            |
| 30085       | Engineering Technician V                       | 32.65            |
| 30086       | Engineering Technician VI                      | 39.50            |
| 30090       | Environmental Technician                       | 27.65            |
| 30095       | Evidence Control Specialist                    | 27.65            |
| 30210       | Laboratory Technician                          | 24.89            |
| 30221       | Latent Fingerprint Technician I                | 30.62            |
| 30222       | Latent Fingerprint Technician II               | 33.83            |
| 30240       | Mathematical Technician                        | 27.65            |
| 30361       | Paralegal/Legal Assistant I                    | 23.07            |
| 30362       | Paralegal/Legal Assistant II                   | 28.58            |
| 30363       | Paralegal/Legal Assistant III                  | 34.95            |
| 30364       | Paralegal/Legal Assistant IV                   | 42.28            |
| 30375       | Petroleum Supply Specialist                    | 33.83            |
| 30390       | Photo-Optics Technician                        | 27.65            |
| 30395       | Radiation Control Technician                   | 33.83            |
| 30461       | Technical Writer I                             | 27.65            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30462       | Technical Writer II                                      | 33.83       |             |
| 30463       | Technical Writer III                                     | 40.92       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28       |             |
| 30501       | Weather Forecaster I                                     | 30.62       |             |
| 30502       | Weather Forecaster II                                    | 37.25       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.89       | see 2       |
| 30621       | Weather Observer, Senior                                 | 27.65       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 13.50       | ***         |
| 31030       | Bus Driver                                               | 19.05       |             |
| 31043       | Driver Courier                                           | 16.98       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.07       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.16       | ***         |
| 31310       | Taxi Driver                                              | 12.45       | ***         |
| 31361       | Truckdriver, Light                                       | 18.43       |             |
| 31362       | Truckdriver, Medium                                      | 19.92       |             |
| 31363       | Truckdriver, Heavy                                       | 23.29       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.29       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.27       | ***         |
| 99030       | Cashier                                                  | 13.79       | ***         |
| 99050       | Desk Clerk                                               | 14.30       | ***         |
| 99095       | Embalmer                                                 | 30.11       |             |
| 99130       | Flight Follower                                          | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I                            | 17.23       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 18.70       |             |
| 99260       | Marketing Analyst                                        | 30.04       |             |
| 99310       | Mortician                                                | 30.11       |             |
| 99410       | Pest Controller                                          | 21.38       |             |
| 99510       | Photofinishing Worker                                    | 15.39       | ***         |
| 99710       | Recycling Laborer                                        | 17.59       | ***         |
| 99711       | Recycling Specialist                                     | 21.21       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99730       | Refuse Collector                | 15.84       | ***         |
| 99810       | Sales Clerk                     | 14.66       | ***         |
| 99820       | School Crossing Guard           | 16.50       | ***         |
| 99830       | Survey Party Chief              | 26.12       |             |
| 99831       | Surveying Aide                  | 16.24       | ***         |
| 99832       | Surveying Technician            | 22.24       |             |
| 99840       | Vending Machine Attendant       | 20.18       |             |
| 99841       | Vending Machine Repairer        | 25.21       |             |
| 99842       | Vending Machine Repairer Helper | 20.18       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5921**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/01/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Florida

Area: Florida County of Washington

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.44       | ***         |
| 01012       | Accounting Clerk II                             | 19.57       |             |
| 01013       | Accounting Clerk III                            | 21.89       |             |
| 01020       | Administrative Assistant                        | 28.88       |             |
| 01035       | Court Reporter                                  | 20.26       |             |
| 01041       | Customer Service Representative I               | 14.25       | ***         |
| 01042       | Customer Service Representative II              | 15.55       | ***         |
| 01043       | Customer Service Representative III             | 17.45       | ***         |
| 01051       | Data Entry Operator I                           | 15.74       | ***         |
| 01052       | Data Entry Operator II                          | 17.17       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 21.64       |             |
| 01070       | Document Preparation Clerk                      | 16.14       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.14       | ***         |
| 01111       | General Clerk I                                 | 15.12       | ***         |
| 01112       | General Clerk II                                | 16.50       | ***         |
| 01113       | General Clerk III                               | 18.52       |             |
| 01120       | Housing Referral Assistant                      | 22.59       |             |
| 01141       | Messenger Courier                               | 16.24       | ***         |
| 01191       | Order Clerk I                                   | 15.20       | ***         |
| 01192       | Order Clerk II                                  | 16.59       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 17.82       |             |
| 01262       | Personnel Assistant (Employment) II             | 19.93       |             |
| 01263       | Personnel Assistant (Employment) III            | 22.23       |             |
| 01270       | Production Control Clerk                        | 24.74       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01290       | Rental Clerk                             | 18.66       |             |
| 01300       | Scheduler, Maintenance                   | 18.11       |             |
| 01311       | Secretary I                              | 18.11       |             |
| 01312       | Secretary II                             | 20.26       |             |
| 01313       | Secretary III                            | 22.59       |             |
| 01320       | Service Order Dispatcher                 | 19.34       |             |
| 01410       | Supply Technician                        | 28.88       |             |
| 01420       | Survey Worker                            | 17.67       | ***         |
| 01460       | Switchboard Operator/Receptionist        | 16.20       | ***         |
| 01531       | Travel Clerk I                           | 15.74       | ***         |
| 01532       | Travel Clerk II                          | 17.67       | ***         |
| 01533       | Travel Clerk III                         | 19.76       |             |
| 01611       | Word Processor I                         | 15.00       | ***         |
| 01612       | Word Processor II                        | 17.30       | ***         |
| 01613       | Word Processor III                       | 19.35       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 24.29       |             |
| 05010       | Automotive Electrician                   | 21.31       |             |
| 05040       | Automotive Glass Installer               | 19.98       |             |
| 05070       | Automotive Worker                        | 19.98       |             |
| 05110       | Mobile Equipment Servicer                | 17.33       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 22.67       |             |
| 05160       | Motor Equipment Metal Worker             | 19.98       |             |
| 05190       | Motor Vehicle Mechanic                   | 22.67       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 16.01       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 18.67       |             |
| 05280       | Motor Vehicle Wrecker                    | 19.98       |             |
| 05310       | Painter, Automotive                      | 21.31       |             |
| 05340       | Radiator Repair Specialist               | 19.98       |             |
| 05370       | Tire Repairer                            | 15.98       | ***         |
| 05400       | Transmission Repair Specialist           | 22.67       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 15.64       | ***         |
| 07041       | Cook I                                   | 15.55       | ***         |
| 07042       | Cook II                                  | 17.80       |             |
| 07070       | Dishwasher                               | 13.67       | ***         |
| 07130       | Food Service Worker                      | 15.17       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07210       | Meat Cutter                                  | 18.35       |             |
| 07260       | Waiter/Waitress                              | 13.75       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.31       |             |
| 09040       | Furniture Handler                            | 13.70       | ***         |
| 09080       | Furniture Refinisher                         | 21.31       |             |
| 09090       | Furniture Refinisher Helper                  | 16.22       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.81       |             |
| 09130       | Upholsterer                                  | 21.31       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.06       | ***         |
| 11060       | Elevator Operator                            | 14.70       | ***         |
| 11090       | Gardener                                     | 21.39       |             |
| 11122       | Housekeeping Aide                            | 14.70       | ***         |
| 11150       | Janitor                                      | 14.70       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.45       | ***         |
| 11240       | Maid or Houseman                             | 13.94       | ***         |
| 11260       | Pruner                                       | 15.00       | ***         |
| 11270       | Tractor Operator                             | 19.81       |             |
| 11330       | Trail Maintenance Worker                     | 16.45       | ***         |
| 11360       | Window Cleaner                               | 16.12       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 17.14       | ***         |
| 12011       | Breath Alcohol Technician                    | 23.02       |             |
| 12012       | Certified Occupational Therapist Assistant   | 35.51       |             |
| 12015       | Certified Physical Therapist Assistant       | 31.02       |             |
| 12020       | Dental Assistant                             | 22.16       |             |
| 12025       | Dental Hygienist                             | 39.62       |             |
| 12030       | EKG Technician                               | 33.53       |             |
| 12035       | Electroneurodiagnostic Technologist          | 33.53       |             |
| 12040       | Emergency Medical Technician                 | 17.14       | ***         |
| 12071       | Licensed Practical Nurse I                   | 20.58       |             |
| 12072       | Licensed Practical Nurse II                  | 23.02       |             |
| 12073       | Licensed Practical Nurse III                 | 25.65       |             |
| 12100       | Medical Assistant                            | 18.09       |             |
| 12130       | Medical Laboratory Technician                | 27.98       |             |
| 12160       | Medical Record Clerk                         | 17.68       | ***         |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12190       | Medical Record Technician                            | 19.78       |             |
| 12195       | Medical Transcriptionist                             | 20.58       |             |
| 12210       | Nuclear Medicine Technologist                        | 50.58       |             |
| 12221       | Nursing Assistant I                                  | 12.95       | ***         |
| 12222       | Nursing Assistant II                                 | 14.57       | ***         |
| 12223       | Nursing Assistant III                                | 15.90       | ***         |
| 12224       | Nursing Assistant IV                                 | 17.85       |             |
| 12235       | Optical Dispenser                                    | 23.10       |             |
| 12236       | Optical Technician                                   | 20.58       |             |
| 12250       | Pharmacy Technician                                  | 17.91       |             |
| 12280       | Phlebotomist                                         | 18.53       |             |
| 12305       | Radiologic Technologist                              | 30.32       |             |
| 12311       | Registered Nurse I                                   | 26.08       |             |
| 12312       | Registered Nurse II                                  | 31.91       |             |
| 12313       | Registered Nurse II, Specialist                      | 31.91       |             |
| 12314       | Registered Nurse III                                 | 37.80       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 37.80       |             |
| 12316       | Registered Nurse IV                                  | 45.32       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 28.51       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 26.39       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 24.15       |             |
| 13012       | Exhibits Specialist II                               | 29.91       |             |
| 13013       | Exhibits Specialist III                              | 36.58       |             |
| 13041       | Illustrator I                                        | 24.15       |             |
| 13042       | Illustrator II                                       | 29.91       |             |
| 13043       | Illustrator III                                      | 36.58       |             |
| 13047       | Librarian                                            | 33.12       |             |
| 13050       | Library Aide/Clerk                                   | 15.86       | ***         |
| 13054       | Library Information Technology Systems Administrator | 29.91       |             |
| 13058       | Library Technician                                   | 17.52       | ***         |
| 13061       | Media Specialist I                                   | 21.58       |             |
| 13062       | Media Specialist II                                  | 24.15       |             |
| 13063       | Media Specialist III                                 | 26.92       |             |
| 13071       | Photographer I                                       | 19.62       |             |
| 13072       | Photographer II                                      | 21.95       |             |
| 13073       | Photographer III                                     | 27.19       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13074       | Photographer IV                                         | 33.25       |             |
| 13075       | Photographer V                                          | 40.23       |             |
| 13090       | Technical Order Library Clerk                           | 21.01       |             |
| 13110       | Video Teleconference Technician                         | 21.58       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 19.24       |             |
| 14042       | Computer Operator II                                    | 21.52       |             |
| 14043       | Computer Operator III                                   | 23.98       |             |
| 14044       | Computer Operator IV                                    | 26.84       |             |
| 14045       | Computer Operator V                                     | 29.52       |             |
| 14071       | Computer Programmer I                                   | 17.74       | ***see<br>1 |
| 14072       | Computer Programmer II                                  | 21.98       | see 1       |
| 14073       | Computer Programmer III                                 | 24.73       | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 19.24       |             |
| 14160       | Personal Computer Support Technician                    | 26.84       |             |
| 14170       | System Support Specialist                               | 31.10       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 31.89       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.58       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.24       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 31.89       |             |
| 15060       | Educational Technologist                                | 32.54       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.24       |             |
| 15080       | Graphic Artist                                          | 25.49       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.24       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.24       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.24       |             |
| 15090       | Technical Instructor                                    | 19.50       |             |
| 15095       | Technical Instructor/Course Developer                   | 23.85       |             |
| 15110       | Test Proctor                                            | 15.74       | ***         |
| 15120       | Tutor                                                   | 15.74       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |



| <b>Code</b> | <b>Title</b>                                     | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------------|-------------|-------------|
| 16010       | Assembler                                        | 14.22       | ***         |
| 16030       | Counter Attendant                                | 14.22       | ***         |
| 16040       | Dry Cleaner                                      | 16.26       | ***         |
| 16070       | Finisher, Flatwork, Machine                      | 14.22       | ***         |
| 16090       | Presser, Hand                                    | 14.22       | ***         |
| 16110       | Presser, Machine, Drycleaning                    | 14.22       | ***         |
| 16130       | Presser, Machine, Shirts                         | 14.22       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry       | 14.22       | ***         |
| 16190       | Sewing Machine Operator                          | 16.94       | ***         |
| 16220       | Tailor                                           | 17.62       | ***         |
| 16250       | Washer, Machine                                  | 14.90       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations    |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                | 24.29       |             |
| 19040       | Tool And Die Maker                               | 30.28       |             |
| 21000       | Materials Handling And Packing Occupations       |             |             |
| 21020       | Forklift Operator                                | 18.96       |             |
| 21030       | Material Coordinator                             | 24.74       |             |
| 21040       | Material Expediter                               | 24.74       |             |
| 21050       | Material Handling Laborer                        | 17.03       | ***         |
| 21071       | Order Filler                                     | 17.06       | ***         |
| 21080       | Production Line Worker (Food Processing)         | 18.96       |             |
| 21110       | Shipping Packer                                  | 18.00       |             |
| 21130       | Shipping/Receiving Clerk                         | 18.00       |             |
| 21140       | Store Worker I                                   | 14.07       | ***         |
| 21150       | Stock Clerk                                      | 19.06       |             |
| 21210       | Tools And Parts Attendant                        | 18.96       |             |
| 21410       | Warehouse Specialist                             | 18.96       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations |             |             |
| 23010       | Aerospace Structural Welder                      | 27.30       |             |
| 23019       | Aircraft Logs and Records Technician             | 21.44       |             |
| 23021       | Aircraft Mechanic I                              | 25.80       |             |
| 23022       | Aircraft Mechanic II                             | 27.30       |             |
| 23023       | Aircraft Mechanic III                            | 28.77       |             |
| 23040       | Aircraft Mechanic Helper                         | 18.38       |             |
| 23050       | Aircraft, Painter                                | 24.29       |             |
| 23060       | Aircraft Servicer                                | 21.44       |             |
| 23070       | Aircraft Survival Flight Equipment Technician    | 24.29       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23080       | Aircraft Worker                                                        | 22.88       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 22.88       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 25.80       |             |
| 23110       | Appliance Mechanic                                                     | 24.29       |             |
| 23120       | Bicycle Repairer                                                       | 19.96       |             |
| 23125       | Cable Splicer                                                          | 36.55       |             |
| 23130       | Carpenter, Maintenance                                                 | 22.69       |             |
| 23140       | Carpet Layer                                                           | 22.88       |             |
| 23160       | Electrician, Maintenance                                               | 23.81       |             |
| 23181       | Electronics Technician Maintenance I                                   | 25.42       |             |
| 23182       | Electronics Technician Maintenance II                                  | 29.43       |             |
| 23183       | Electronics Technician Maintenance III                                 | 30.99       |             |
| 23260       | Fabric Worker                                                          | 21.44       |             |
| 23290       | Fire Alarm System Mechanic                                             | 25.43       |             |
| 23310       | Fire Extinguisher Repairer                                             | 19.96       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 25.80       |             |
| 23312       | Fuel Distribution System Operator                                      | 19.76       |             |
| 23370       | General Maintenance Worker                                             | 19.69       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 25.80       |             |
| 23381       | Ground Support Equipment Servicer                                      | 21.44       |             |
| 23382       | Ground Support Equipment Worker                                        | 22.88       |             |
| 23391       | Gunsmith I                                                             | 19.96       |             |
| 23392       | Gunsmith II                                                            | 22.88       |             |
| 23393       | Gunsmith III                                                           | 25.80       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.35       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.71       |             |
| 23430       | Heavy Equipment Mechanic                                               | 28.17       |             |
| 23440       | Heavy Equipment Operator                                               | 20.67       |             |
| 23460       | Instrument Mechanic                                                    | 25.80       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 24.29       |             |
| 23470       | Laborer                                                                | 17.03       | ***         |
| 23510       | Locksmith                                                              | 24.29       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 28.19       |             |
| 23550       | Machinist, Maintenance                                                 | 25.42       |             |
| 23580       | Maintenance Trades Helper                                              | 18.25       |             |
| 23591       | Metrology Technician I                                                 | 25.80       |             |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23592                                         | Metrology Technician II                           | 27.30       |             |
| 23593                                         | Metrology Technician III                          | 28.77       |             |
| 23640                                         | Millwright                                        | 25.88       |             |
| 23710                                         | Office Appliance Repairer                         | 24.29       |             |
| 23760                                         | Painter, Maintenance                              | 21.56       |             |
| 23790                                         | Pipefitter, Maintenance                           | 24.01       |             |
| 23810                                         | Plumber, Maintenance                              | 22.60       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 25.80       |             |
| 23850                                         | Rigger                                            | 25.80       |             |
| 23870                                         | Scale Mechanic                                    | 22.88       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 24.19       |             |
| 23910                                         | Small Engine Mechanic                             | 19.51       |             |
| 23931                                         | Telecommunications Mechanic I                     | 31.04       |             |
| 23932                                         | Telecommunications Mechanic II                    | 32.87       |             |
| 23950                                         | Telephone Lineman                                 | 25.34       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 23.56       |             |
| 23965                                         | Well Driller                                      | 25.38       |             |
| 23970                                         | Woodcraft Worker                                  | 25.80       |             |
| 23980                                         | Woodworker                                        | 19.96       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 18.67       |             |
| 24570                                         | Child Care Attendant                              | 14.11       | ***         |
| 24580                                         | Child Care Center Clerk                           | 17.59       | ***         |
| 24610                                         | Chore Aide                                        | 15.21       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 18.67       |             |
| 24630                                         | Homemaker                                         | 18.67       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 23.12       |             |
| 25040                                         | Sewage Plant Operator                             | 21.72       |             |
| 25070                                         | Stationary Engineer                               | 23.12       |             |
| 25190                                         | Ventilation Equipment Tender                      | 16.32       | ***         |
| 25210                                         | Water Treatment Plant Operator                    | 21.72       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 17.90       |             |
| 27007                                         | Baggage Inspector                                 | 16.93       | ***         |
| 27008                                         | Corrections Officer                               | 21.78       |             |
| 27010                                         | Court Security Officer                            | 21.33       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27030       | Detection Dog Handler                          | 18.94       |             |
| 27040       | Detention Officer                              | 21.78       |             |
| 27070       | Firefighter                                    | 20.66       |             |
| 27101       | Guard I                                        | 16.93       | ***         |
| 27102       | Guard II                                       | 18.94       |             |
| 27131       | Police Officer I                               | 25.21       |             |
| 27132       | Police Officer II                              | 28.02       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 17.66       | ***         |
| 28042       | Carnival Equipment Repairer                    | 19.07       |             |
| 28043       | Carnival Worker                                | 13.37       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 18.51       |             |
| 28310       | Lifeguard                                      | 13.65       | ***         |
| 28350       | Park Attendant (Aide)                          | 20.70       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 15.11       | ***         |
| 28515       | Recreation Specialist                          | 25.64       |             |
| 28630       | Sports Official                                | 16.49       | ***         |
| 28690       | Swimming Pool Operator                         | 22.37       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 27.76       |             |
| 29020       | Hatch Tender                                   | 27.76       |             |
| 29030       | Line Handler                                   | 27.76       |             |
| 29041       | Stevedore I                                    | 25.94       |             |
| 29042       | Stevedore II                                   | 29.60       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99       |             |
| 30021       | Archeological Technician I                     | 21.15       |             |
| 30022       | Archeological Technician II                    | 23.65       |             |
| 30023       | Archeological Technician III                   | 29.30       |             |
| 30030       | Cartographic Technician                        | 29.30       |             |
| 30040       | Civil Engineering Technician                   | 27.65       |             |
| 30051       | Cryogenic Technician I                         | 32.45       |             |
| 30052       | Cryogenic Technician II                        | 35.83       |             |
| 30061       | Drafter/CAD Operator I                         | 21.15       |             |
| 30062       | Drafter/CAD Operator II                        | 23.65       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30063       | Drafter/CAD Operator III                                 | 26.36       |             |
| 30064       | Drafter/CAD Operator IV                                  | 32.45       |             |
| 30081       | Engineering Technician I                                 | 17.28       | ***         |
| 30082       | Engineering Technician II                                | 19.39       |             |
| 30083       | Engineering Technician III                               | 21.69       |             |
| 30084       | Engineering Technician IV                                | 26.87       |             |
| 30085       | Engineering Technician V                                 | 32.86       |             |
| 30086       | Engineering Technician VI                                | 39.76       |             |
| 30090       | Environmental Technician                                 | 29.30       |             |
| 30095       | Evidence Control Specialist                              | 29.30       |             |
| 30210       | Laboratory Technician                                    | 26.36       |             |
| 30221       | Latent Fingerprint Technician I                          | 32.45       |             |
| 30222       | Latent Fingerprint Technician II                         | 35.83       |             |
| 30240       | Mathematical Technician                                  | 29.30       |             |
| 30361       | Paralegal/Legal Assistant I                              | 23.04       |             |
| 30362       | Paralegal/Legal Assistant II                             | 28.54       |             |
| 30363       | Paralegal/Legal Assistant III                            | 34.90       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 42.23       |             |
| 30375       | Petroleum Supply Specialist                              | 35.83       |             |
| 30390       | Photo-Optics Technician                                  | 29.30       |             |
| 30395       | Radiation Control Technician                             | 35.83       |             |
| 30461       | Technical Writer I                                       | 29.30       |             |
| 30462       | Technical Writer II                                      | 35.83       |             |
| 30463       | Technical Writer III                                     | 43.35       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28       |             |
| 30501       | Weather Forecaster I                                     | 32.45       |             |
| 30502       | Weather Forecaster II                                    | 39.47       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 26.36       | see 2       |
| 30621       | Weather Observer, Senior                                 | 29.30       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 14.85       | ***         |
| 31030       | Bus Driver                                               | 20.96       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31043       | Driver Courier                  | 17.96       |             |
| 31260       | Parking and Lot Attendant       | 12.99       | ***         |
| 31290       | Shuttle Bus Driver              | 14.69       | ***         |
| 31310       | Taxi Driver                     | 12.45       | ***         |
| 31361       | Truckdriver, Light              | 19.45       |             |
| 31362       | Truckdriver, Medium             | 20.96       |             |
| 31363       | Truckdriver, Heavy              | 23.29       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 23.29       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 17.27       | ***         |
| 99030       | Cashier                         | 13.39       | ***         |
| 99050       | Desk Clerk                      | 14.49       | ***         |
| 99095       | Embalmer                        | 30.11       |             |
| 99130       | Flight Follower                 | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.58       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 17.90       |             |
| 99260       | Marketing Analyst               | 31.05       |             |
| 99310       | Mortician                       | 30.11       |             |
| 99410       | Pest Controller                 | 21.57       |             |
| 99510       | Photofinishing Worker           | 15.39       | ***         |
| 99710       | Recycling Laborer               | 18.16       |             |
| 99711       | Recycling Specialist            | 21.98       |             |
| 99730       | Refuse Collector                | 16.35       | ***         |
| 99810       | Sales Clerk                     | 14.80       | ***         |
| 99820       | School Crossing Guard           | 16.52       | ***         |
| 99830       | Survey Party Chief              | 24.46       |             |
| 99831       | Surveying Aide                  | 13.31       | ***         |
| 99832       | Surveying Technician            | 22.24       |             |
| 99840       | Vending Machine Attendant       | 20.74       |             |
| 99841       | Vending Machine Repairer        | 25.67       |             |
| 99842       | Vending Machine Repairer Helper | 20.74       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-

like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 7 years, and 4 weeks after 11 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, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5923**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

# EMPLOYMENT STANDARDS ADMINISTRATION

## WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/01/2025

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Florida

Area: Florida County of Gulf

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

### Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 17.19 *** |
| 01012 | Accounting Clerk II                             | 19.29     |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01013       | Accounting Clerk III                 | 21.58       |             |
| 01020       | Administrative Assistant             | 28.94       |             |
| 01035       | Court Reporter                       | 21.16       |             |
| 01041       | Customer Service Representative I    | 14.92       | ***         |
| 01042       | Customer Service Representative II   | 16.28       | ***         |
| 01043       | Customer Service Representative III  | 18.27       |             |
| 01051       | Data Entry Operator I                | 16.01       | ***         |
| 01052       | Data Entry Operator II               | 17.47       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 20.83       |             |
| 01070       | Document Preparation Clerk           | 16.86       | ***         |
| 01090       | Duplicating Machine Operator         | 16.86       | ***         |
| 01111       | General Clerk I                      | 15.18       | ***         |
| 01112       | General Clerk II                     | 16.57       | ***         |
| 01113       | General Clerk III                    | 18.60       |             |
| 01120       | Housing Referral Assistant           | 23.60       |             |
| 01141       | Messenger Courier                    | 15.72       | ***         |
| 01191       | Order Clerk I                        | 15.93       | ***         |
| 01192       | Order Clerk II                       | 17.38       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 18.34       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.51       |             |
| 01263       | Personnel Assistant (Employment) III | 22.88       |             |
| 01270       | Production Control Clerk             | 25.61       |             |
| 01290       | Rental Clerk                         | 18.19       |             |
| 01300       | Scheduler, Maintenance               | 18.92       |             |
| 01311       | Secretary I                          | 18.92       |             |
| 01312       | Secretary II                         | 21.16       |             |
| 01313       | Secretary III                        | 23.60       |             |
| 01320       | Service Order Dispatcher             | 18.63       |             |
| 01410       | Supply Technician                    | 28.94       |             |
| 01420       | Survey Worker                        | 17.26       | ***         |
| 01460       | Switchboard Operator/Receptionist    | 16.55       | ***         |
| 01531       | Travel Clerk I                       | 15.84       | ***         |
| 01532       | Travel Clerk II                      | 17.67       | ***         |
| 01533       | Travel Clerk III                     | 19.32       |             |
| 01611       | Word Processor I                     | 16.86       | ***         |
| 01612       | Word Processor II                    | 18.92       |             |
| 01613       | Word Processor III                   | 21.16       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 22.58       |             |
| 05010       | Automotive Electrician                       | 22.30       |             |
| 05040       | Automotive Glass Installer                   | 21.02       |             |
| 05070       | Automotive Worker                            | 21.02       |             |
| 05110       | Mobile Equipment Servicer                    | 18.37       |             |
| 05130       | Motor Equipment Metal Mechanic               | 23.71       |             |
| 05160       | Motor Equipment Metal Worker                 | 21.02       |             |
| 05190       | Motor Vehicle Mechanic                       | 23.71       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.02       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.69       |             |
| 05280       | Motor Vehicle Wrecker                        | 21.02       |             |
| 05310       | Painter, Automotive                          | 22.30       |             |
| 05340       | Radiator Repair Specialist                   | 21.02       |             |
| 05370       | Tire Repairer                                | 18.36       |             |
| 05400       | Transmission Repair Specialist               | 23.71       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 15.73       | ***         |
| 07041       | Cook I                                       | 16.06       | ***         |
| 07042       | Cook II                                      | 18.52       |             |
| 07070       | Dishwasher                                   | 14.42       | ***         |
| 07130       | Food Service Worker                          | 15.71       | ***         |
| 07210       | Meat Cutter                                  | 17.44       | ***         |
| 07260       | Waiter/Waitress                              | 13.89       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.69       |             |
| 09040       | Furniture Handler                            | 13.75       | ***         |
| 09080       | Furniture Refinisher                         | 20.69       |             |
| 09090       | Furniture Refinisher Helper                  | 15.79       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.26       |             |
| 09130       | Upholsterer                                  | 20.69       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.16       | ***         |
| 11060       | Elevator Operator                            | 15.17       | ***         |
| 11090       | Gardener                                     | 22.65       |             |
| 11122       | Housekeeping Aide                            | 15.17       | ***         |
| 11150       | Janitor                                      | 15.17       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11210       | Laborer, Grounds Maintenance               | 17.36       | ***         |
| 11240       | Maid or Houseman                           | 14.45       | ***         |
| 11260       | Pruner                                     | 15.63       | ***         |
| 11270       | Tractor Operator                           | 20.98       |             |
| 11330       | Trail Maintenance Worker                   | 17.36       | ***         |
| 11360       | Window Cleaner                             | 16.85       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 17.82       |             |
| 12011       | Breath Alcohol Technician                  | 23.18       |             |
| 12012       | Certified Occupational Therapist Assistant | 31.80       |             |
| 12015       | Certified Physical Therapist Assistant     | 32.90       |             |
| 12020       | Dental Assistant                           | 21.24       |             |
| 12025       | Dental Hygienist                           | 36.46       |             |
| 12030       | EKG Technician                             | 35.11       |             |
| 12035       | Electroneurodiagnostic Technologist        | 35.11       |             |
| 12040       | Emergency Medical Technician               | 17.82       |             |
| 12071       | Licensed Practical Nurse I                 | 20.71       |             |
| 12072       | Licensed Practical Nurse II                | 23.18       |             |
| 12073       | Licensed Practical Nurse III               | 25.84       |             |
| 12100       | Medical Assistant                          | 18.12       |             |
| 12130       | Medical Laboratory Technician              | 30.35       |             |
| 12160       | Medical Record Clerk                       | 18.22       |             |
| 12190       | Medical Record Technician                  | 20.38       |             |
| 12195       | Medical Transcriptionist                   | 20.71       |             |
| 12210       | Nuclear Medicine Technologist              | 50.93       |             |
| 12221       | Nursing Assistant I                        | 12.76       | ***         |
| 12222       | Nursing Assistant II                       | 14.36       | ***         |
| 12223       | Nursing Assistant III                      | 15.67       | ***         |
| 12224       | Nursing Assistant IV                       | 17.59       | ***         |
| 12235       | Optical Dispenser                          | 24.42       |             |
| 12236       | Optical Technician                         | 20.71       |             |
| 12250       | Pharmacy Technician                        | 17.85       |             |
| 12280       | Phlebotomist                               | 18.36       |             |
| 12305       | Radiologic Technologist                    | 30.22       |             |
| 12311       | Registered Nurse I                         | 26.55       |             |
| 12312       | Registered Nurse II                        | 32.47       |             |
| 12313       | Registered Nurse II, Specialist            | 32.47       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12314       | Registered Nurse III                                 | 39.29       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.29       |             |
| 12316       | Registered Nurse IV                                  | 47.11       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 28.71       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 26.66       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 24.46       |             |
| 13012       | Exhibits Specialist II                               | 30.30       |             |
| 13013       | Exhibits Specialist III                              | 37.07       |             |
| 13041       | Illustrator I                                        | 24.46       |             |
| 13042       | Illustrator II                                       | 30.30       |             |
| 13043       | Illustrator III                                      | 37.07       |             |
| 13047       | Librarian                                            | 33.56       |             |
| 13050       | Library Aide/Clerk                                   | 19.48       |             |
| 13054       | Library Information Technology Systems Administrator | 30.30       |             |
| 13058       | Library Technician                                   | 24.46       |             |
| 13061       | Media Specialist I                                   | 21.87       |             |
| 13062       | Media Specialist II                                  | 24.46       |             |
| 13063       | Media Specialist III                                 | 27.28       |             |
| 13071       | Photographer I                                       | 20.04       |             |
| 13072       | Photographer II                                      | 22.40       |             |
| 13073       | Photographer III                                     | 27.78       |             |
| 13074       | Photographer IV                                      | 33.96       |             |
| 13075       | Photographer V                                       | 41.09       |             |
| 13090       | Technical Order Library Clerk                        | 24.46       |             |
| 13110       | Video Teleconference Technician                      | 21.87       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 19.76       |             |
| 14042       | Computer Operator II                                 | 23.10       |             |
| 14043       | Computer Operator III                                | 26.25       |             |
| 14044       | Computer Operator IV                                 | 29.24       |             |
| 14045       | Computer Operator V                                  | 32.03       |             |
| 14071       | Computer Programmer I                                | 24.10       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 19.76       |             |
| 14160       | Personal Computer Support Technician                    | 29.24       |             |
| 14170       | System Support Specialist                               | 32.38       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.94       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.07       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 49.24       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.94       |             |
| 15060       | Educational Technologist                                | 36.01       |             |
| 15070       | Flight Instructor (Pilot)                               | 49.24       |             |
| 15080       | Graphic Artist                                          | 25.77       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 49.24       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.24       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.24       |             |
| 15090       | Technical Instructor                                    | 22.02       |             |
| 15095       | Technical Instructor/Course Developer                   | 26.93       |             |
| 15110       | Test Proctor                                            | 17.78       |             |
| 15120       | Tutor                                                   | 17.78       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 14.22       | ***         |
| 16030       | Counter Attendant                                       | 14.22       | ***         |
| 16040       | Dry Cleaner                                             | 16.26       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 14.22       | ***         |
| 16090       | Presser, Hand                                           | 14.22       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 14.22       | ***         |
| 16130       | Presser, Machine, Shirts                                | 14.22       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 14.22       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.94       | ***         |
| 16220       | Tailor                                                  | 17.62       | ***         |
| 16250       | Washer, Machine                                         | 14.90       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.06       |             |
| 19040       | Tool And Die Maker                                      | 30.17       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.82       |             |



| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21030       | Material Coordinator                              | 25.61       |             |
| 21040       | Material Expediter                                | 25.61       |             |
| 21050       | Material Handling Laborer                         | 17.71       | ***         |
| 21071       | Order Filler                                      | 17.01       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 19.82       |             |
| 21110       | Shipping Packer                                   | 18.63       |             |
| 21130       | Shipping/Receiving Clerk                          | 18.63       |             |
| 21140       | Store Worker I                                    | 13.81       | ***         |
| 21150       | Stock Clerk                                       | 18.68       |             |
| 21210       | Tools And Parts Attendant                         | 19.82       |             |
| 21410       | Warehouse Specialist                              | 19.82       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 31.63       |             |
| 23019       | Aircraft Logs and Records Technician              | 25.64       |             |
| 23021       | Aircraft Mechanic I                               | 30.12       |             |
| 23022       | Aircraft Mechanic II                              | 31.63       |             |
| 23023       | Aircraft Mechanic III                             | 33.22       |             |
| 23040       | Aircraft Mechanic Helper                          | 22.50       |             |
| 23050       | Aircraft, Painter                                 | 27.94       |             |
| 23060       | Aircraft Servicer                                 | 25.64       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 27.94       |             |
| 23080       | Aircraft Worker                                   | 27.09       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 27.09       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 30.12       |             |
| 23110       | Appliance Mechanic                                | 24.06       |             |
| 23120       | Bicycle Repairer                                  | 19.57       |             |
| 23125       | Cable Splicer                                     | 31.75       |             |
| 23130       | Carpenter, Maintenance                            | 23.73       |             |
| 23140       | Carpet Layer                                      | 22.57       |             |
| 23160       | Electrician, Maintenance                          | 25.08       |             |
| 23181       | Electronics Technician Maintenance I              | 27.57       |             |
| 23182       | Electronics Technician Maintenance II             | 29.39       |             |
| 23183       | Electronics Technician Maintenance III            | 31.28       |             |
| 23260       | Fabric Worker                                     | 21.08       |             |
| 23290       | Fire Alarm System Mechanic                        | 25.17       |             |
| 23310       | Fire Extinguisher Repairer                        | 19.57       |             |
| 23311       | Fuel Distribution System Mechanic                 | 24.72       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23312       | Fuel Distribution System Operator                                      | 19.12       |             |
| 23370       | General Maintenance Worker                                             | 19.37       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 30.12       |             |
| 23381       | Ground Support Equipment Servicer                                      | 25.64       |             |
| 23382       | Ground Support Equipment Worker                                        | 27.09       |             |
| 23391       | Gunsmith I                                                             | 19.57       |             |
| 23392       | Gunsmith II                                                            | 22.57       |             |
| 23393       | Gunsmith III                                                           | 25.60       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.86       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 25.27       |             |
| 23430       | Heavy Equipment Mechanic                                               | 29.94       |             |
| 23440       | Heavy Equipment Operator                                               | 21.28       |             |
| 23460       | Instrument Mechanic                                                    | 25.60       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 24.06       |             |
| 23470       | Laborer                                                                | 17.71       | ***         |
| 23510       | Locksmith                                                              | 24.06       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 28.12       |             |
| 23550       | Machinist, Maintenance                                                 | 24.03       |             |
| 23580       | Maintenance Trades Helper                                              | 17.23       | ***         |
| 23591       | Metrology Technician I                                                 | 25.60       |             |
| 23592       | Metrology Technician II                                                | 27.11       |             |
| 23593       | Metrology Technician III                                               | 28.64       |             |
| 23640       | Millwright                                                             | 26.69       |             |
| 23710       | Office Appliance Repairer                                              | 24.06       |             |
| 23760       | Painter, Maintenance                                                   | 20.79       |             |
| 23790       | Pipefitter, Maintenance                                                | 25.27       |             |
| 23810       | Plumber, Maintenance                                                   | 23.75       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 25.60       |             |
| 23850       | Rigger                                                                 | 24.72       |             |
| 23870       | Scale Mechanic                                                         | 22.57       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 23.80       |             |
| 23910       | Small Engine Mechanic                                                  | 21.63       |             |
| 23931       | Telecommunications Mechanic I                                          | 30.79       |             |
| 23932       | Telecommunications Mechanic II                                         | 32.56       |             |
| 23950       | Telephone Lineman                                                      | 25.07       |             |
| 23960       | Welder, Combination, Maintenance                                       | 23.56       |             |
| 23965       | Well Driller                                                           | 25.60       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23970       | Woodcraft Worker                                  | 25.60       |             |
| 23980       | Woodworker                                        | 19.57       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.28       |             |
| 24570       | Child Care Attendant                              | 14.53       | ***         |
| 24580       | Child Care Center Clerk                           | 18.11       |             |
| 24610       | Chore Aide                                        | 15.29       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.28       |             |
| 24630       | Homemaker                                         | 19.28       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 23.74       |             |
| 25040       | Sewage Plant Operator                             | 21.69       |             |
| 25070       | Stationary Engineer                               | 23.74       |             |
| 25190       | Ventilation Equipment Tender                      | 16.56       | ***         |
| 25210       | Water Treatment Plant Operator                    | 21.69       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 18.21       |             |
| 27007       | Baggage Inspector                                 | 15.99       | ***         |
| 27008       | Corrections Officer                               | 21.82       |             |
| 27010       | Court Security Officer                            | 21.12       |             |
| 27030       | Detection Dog Handler                             | 17.91       |             |
| 27040       | Detention Officer                                 | 21.82       |             |
| 27070       | Firefighter                                       | 20.68       |             |
| 27101       | Guard I                                           | 15.99       | ***         |
| 27102       | Guard II                                          | 17.91       |             |
| 27131       | Police Officer I                                  | 24.11       |             |
| 27132       | Police Officer II                                 | 26.79       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 18.18       |             |
| 28042       | Carnival Equipment Repairer                       | 19.62       |             |
| 28043       | Carnival Worker                                   | 13.76       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 18.88       |             |
| 28310       | Lifeguard                                         | 14.31       | ***         |
| 28350       | Park Attendant (Aide)                             | 21.11       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 15.40       | ***         |
| 28515       | Recreation Specialist                             | 25.97       |             |
| 28630       | Sports Official                                   | 16.81       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28690       | Swimming Pool Operator                         | 22.50            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 28.19            |
| 29020       | Hatch Tender                                   | 28.19            |
| 29030       | Line Handler                                   | 28.19            |
| 29041       | Stevedore I                                    | 26.34            |
| 29042       | Stevedore II                                   | 30.06            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99            |
| 30021       | Archeological Technician I                     | 18.51            |
| 30022       | Archeological Technician II                    | 20.71            |
| 30023       | Archeological Technician III                   | 25.65            |
| 30030       | Cartographic Technician                        | 25.65            |
| 30040       | Civil Engineering Technician                   | 25.82            |
| 30051       | Cryogenic Technician I                         | 28.41            |
| 30052       | Cryogenic Technician II                        | 31.37            |
| 30061       | Drafter/CAD Operator I                         | 18.51            |
| 30062       | Drafter/CAD Operator II                        | 20.71            |
| 30063       | Drafter/CAD Operator III                       | 23.08            |
| 30064       | Drafter/CAD Operator IV                        | 28.41            |
| 30081       | Engineering Technician I                       | 18.17            |
| 30082       | Engineering Technician II                      | 20.40            |
| 30083       | Engineering Technician III                     | 22.81            |
| 30084       | Engineering Technician IV                      | 28.26            |
| 30085       | Engineering Technician V                       | 34.56            |
| 30086       | Engineering Technician VI                      | 41.81            |
| 30090       | Environmental Technician                       | 25.65            |
| 30095       | Evidence Control Specialist                    | 25.65            |
| 30210       | Laboratory Technician                          | 23.08            |
| 30221       | Latent Fingerprint Technician I                | 28.41            |
| 30222       | Latent Fingerprint Technician II               | 31.37            |
| 30240       | Mathematical Technician                        | 25.65            |
| 30361       | Paralegal/Legal Assistant I                    | 22.53            |
| 30362       | Paralegal/Legal Assistant II                   | 27.91            |
| 30363       | Paralegal/Legal Assistant III                  | 34.14            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30364       | Paralegal/Legal Assistant IV                             | 41.32       |             |
| 30375       | Petroleum Supply Specialist                              | 31.37       |             |
| 30390       | Photo-Optics Technician                                  | 25.65       |             |
| 30395       | Radiation Control Technician                             | 31.37       |             |
| 30461       | Technical Writer I                                       | 26.37       |             |
| 30462       | Technical Writer II                                      | 32.26       |             |
| 30463       | Technical Writer III                                     | 39.03       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28       |             |
| 30501       | Weather Forecaster I                                     | 28.41       |             |
| 30502       | Weather Forecaster II                                    | 34.56       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.08       | see 2       |
| 30621       | Weather Observer, Senior                                 | 25.65       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 14.17       | ***         |
| 31030       | Bus Driver                                               | 20.00       |             |
| 31043       | Driver Courier                                           | 17.15       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.89       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.47       | ***         |
| 31310       | Taxi Driver                                              | 13.42       | ***         |
| 31361       | Truckdriver, Light                                       | 18.56       |             |
| 31362       | Truckdriver, Medium                                      | 20.00       |             |
| 31363       | Truckdriver, Heavy                                       | 23.93       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 23.93       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.27       | ***         |
| 99030       | Cashier                                                  | 13.52       | ***         |
| 99050       | Desk Clerk                                               | 15.12       | ***         |
| 99095       | Embalmer                                                 | 29.68       |             |
| 99130       | Flight Follower                                          | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I                            | 18.48       |             |
| 99252       | Laboratory Animal Caretaker II                           | 19.95       |             |
| 99260       | Marketing Analyst                                        | 30.87       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99310       | Mortician                       | 29.68       |             |
| 99410       | Pest Controller                 | 20.97       |             |
| 99510       | Photofinishing Worker           | 15.39       | ***         |
| 99710       | Recycling Laborer               | 21.86       |             |
| 99711       | Recycling Specialist            | 26.33       |             |
| 99730       | Refuse Collector                | 19.93       |             |
| 99810       | Sales Clerk                     | 14.83       | ***         |
| 99820       | School Crossing Guard           | 16.93       | ***         |
| 99830       | Survey Party Chief              | 25.58       |             |
| 99831       | Surveying Aide                  | 15.32       | ***         |
| 99832       | Surveying Technician            | 23.26       |             |
| 99840       | Vending Machine Attendant       | 20.38       |             |
| 99841       | Vending Machine Repairer        | 25.44       |             |
| 99842       | Vending Machine Repairer Helper | 20.38       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 7 years, and 4 weeks after 11 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, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5925**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/01/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Alabama

Area: Alabama County of Macon

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate Note</b> |
|-------------|-------------------------------------------------|------------------|
| 01000       | Administrative Support And Clerical Occupations |                  |
| 01011       | Accounting Clerk I                              | 16.57 ***        |
| 01012       | Accounting Clerk II                             | 18.60            |
| 01013       | Accounting Clerk III                            | 20.81            |
| 01020       | Administrative Assistant                        | 31.77            |
| 01035       | Court Reporter                                  | 21.29            |
| 01041       | Customer Service Representative I               | 15.99 ***        |
| 01042       | Customer Service Representative II              | 17.45 ***        |
| 01043       | Customer Service Representative III             | 19.60            |
| 01051       | Data Entry Operator I                           | 15.00 ***        |
| 01052       | Data Entry Operator II                          | 16.37 ***        |
| 01060       | Dispatcher, Motor Vehicle                       | 23.17            |
| 01070       | Document Preparation Clerk                      | 16.95 ***        |
| 01090       | Duplicating Machine Operator                    | 16.95 ***        |
| 01111       | General Clerk I                                 | 14.46 ***        |
| 01112       | General Clerk II                                | 15.78 ***        |
| 01113       | General Clerk III                               | 17.71 ***        |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01120       | Housing Referral Assistant           | 23.72       |             |
| 01141       | Messenger Courier                    | 13.81       | ***         |
| 01191       | Order Clerk I                        | 15.54       | ***         |
| 01192       | Order Clerk II                       | 16.95       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 19.21       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.49       |             |
| 01263       | Personnel Assistant (Employment) III | 24.58       |             |
| 01270       | Production Control Clerk             | 27.52       |             |
| 01290       | Rental Clerk                         | 14.83       | ***         |
| 01300       | Scheduler, Maintenance               | 19.03       |             |
| 01311       | Secretary I                          | 19.03       |             |
| 01312       | Secretary II                         | 21.29       |             |
| 01313       | Secretary III                        | 23.72       |             |
| 01320       | Service Order Dispatcher             | 20.70       |             |
| 01410       | Supply Technician                    | 31.77       |             |
| 01420       | Survey Worker                        | 15.86       | ***         |
| 01460       | Switchboard Operator/Receptionist    | 14.71       | ***         |
| 01531       | Travel Clerk I                       | 15.72       | ***         |
| 01532       | Travel Clerk II                      | 16.81       | ***         |
| 01533       | Travel Clerk III                     | 17.86       |             |
| 01611       | Word Processor I                     | 16.95       | ***         |
| 01612       | Word Processor II                    | 19.03       |             |
| 01613       | Word Processor III                   | 21.29       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.77       |             |
| 05010       | Automotive Electrician               | 20.82       |             |
| 05040       | Automotive Glass Installer           | 19.66       |             |
| 05070       | Automotive Worker                    | 19.66       |             |
| 05110       | Mobile Equipment Servicer            | 17.11       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 22.00       |             |
| 05160       | Motor Equipment Metal Worker         | 19.66       |             |
| 05190       | Motor Vehicle Mechanic               | 22.00       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 15.93       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 18.40       |             |
| 05280       | Motor Vehicle Wrecker                | 19.66       |             |
| 05310       | Painter, Automotive                  | 20.82       |             |
| 05340       | Radiator Repair Specialist           | 19.66       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05370       | Tire Repairer                                | 14.00       | ***         |
| 05400       | Transmission Repair Specialist               | 22.00       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 13.84       | ***         |
| 07041       | Cook I                                       | 12.03       | ***         |
| 07042       | Cook II                                      | 13.84       | ***         |
| 07070       | Dishwasher                                   | 11.01       | ***         |
| 07130       | Food Service Worker                          | 11.32       | ***         |
| 07210       | Meat Cutter                                  | 16.79       | ***         |
| 07260       | Waiter/Waitress                              | 10.42       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.23       |             |
| 09040       | Furniture Handler                            | 13.89       | ***         |
| 09080       | Furniture Refinisher                         | 20.23       |             |
| 09090       | Furniture Refinisher Helper                  | 16.31       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.15       |             |
| 09130       | Upholsterer                                  | 20.23       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.37       | ***         |
| 11060       | Elevator Operator                            | 13.82       | ***         |
| 11090       | Gardener                                     | 20.18       |             |
| 11122       | Housekeeping Aide                            | 13.82       | ***         |
| 11150       | Janitor                                      | 13.82       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.05       | ***         |
| 11240       | Maid or Houseman                             | 11.79       | ***         |
| 11260       | Pruner                                       | 14.63       | ***         |
| 11270       | Tractor Operator                             | 18.78       |             |
| 11330       | Trail Maintenance Worker                     | 16.05       | ***         |
| 11360       | Window Cleaner                               | 15.15       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 17.85       |             |
| 12011       | Breath Alcohol Technician                    | 20.96       |             |
| 12012       | Certified Occupational Therapist Assistant   | 28.76       |             |
| 12015       | Certified Physical Therapist Assistant       | 28.76       |             |
| 12020       | Dental Assistant                             | 17.73       | ***         |
| 12025       | Dental Hygienist                             | 30.67       |             |
| 12030       | EKG Technician                               | 31.75       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate Note</b> |
|-------------|--------------------------------------|------------------|
| 12035       | Electroneurodiagnostic Technologist  | 31.75            |
| 12040       | Emergency Medical Technician         | 17.85            |
| 12071       | Licensed Practical Nurse I           | 18.74            |
| 12072       | Licensed Practical Nurse II          | 20.96            |
| 12073       | Licensed Practical Nurse III         | 23.36            |
| 12100       | Medical Assistant                    | 16.10 ***        |
| 12130       | Medical Laboratory Technician        | 23.72            |
| 12160       | Medical Record Clerk                 | 17.82            |
| 12190       | Medical Record Technician            | 19.95            |
| 12195       | Medical Transcriptionist             | 18.74            |
| 12210       | Nuclear Medicine Technologist        | 46.06            |
| 12221       | Nursing Assistant I                  | 14.19 ***        |
| 12222       | Nursing Assistant II                 | 15.95 ***        |
| 12223       | Nursing Assistant III                | 17.40 ***        |
| 12224       | Nursing Assistant IV                 | 19.56            |
| 12235       | Optical Dispenser                    | 17.08 ***        |
| 12236       | Optical Technician                   | 18.74            |
| 12250       | Pharmacy Technician                  | 18.39            |
| 12280       | Phlebotomist                         | 14.66 ***        |
| 12305       | Radiologic Technologist              | 24.75            |
| 12311       | Registered Nurse I                   | 27.56            |
| 12312       | Registered Nurse II                  | 33.70            |
| 12313       | Registered Nurse II, Specialist      | 33.70            |
| 12314       | Registered Nurse III                 | 40.78            |
| 12315       | Registered Nurse III, Anesthetist    | 40.78            |
| 12316       | Registered Nurse IV                  | 48.87            |
| 12317       | Scheduler (Drug and Alcohol Testing) | 25.96            |
| 12320       | Substance Abuse Treatment Counselor  | 23.29            |
| 13000       | Information And Arts Occupations     |                  |
| 13011       | Exhibits Specialist I                | 21.59            |
| 13012       | Exhibits Specialist II               | 26.74            |
| 13013       | Exhibits Specialist III              | 32.71            |
| 13041       | Illustrator I                        | 21.59            |
| 13042       | Illustrator II                       | 26.74            |
| 13043       | Illustrator III                      | 32.71            |
| 13047       | Librarian                            | 29.62            |
| 13050       | Library Aide/Clerk                   | 11.49 ***        |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13054       | Library Information Technology Systems Administrator | 26.74       |             |
| 13058       | Library Technician                                   | 21.45       |             |
| 13061       | Media Specialist I                                   | 19.30       |             |
| 13062       | Media Specialist II                                  | 21.59       |             |
| 13063       | Media Specialist III                                 | 24.06       |             |
| 13071       | Photographer I                                       | 19.30       |             |
| 13072       | Photographer II                                      | 21.59       |             |
| 13073       | Photographer III                                     | 26.74       |             |
| 13074       | Photographer IV                                      | 32.71       |             |
| 13075       | Photographer V                                       | 39.57       |             |
| 13090       | Technical Order Library Clerk                        | 17.04       | ***         |
| 13110       | Video Teleconference Technician                      | 21.10       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 15.17       | ***         |
| 14042       | Computer Operator II                                 | 16.97       | ***         |
| 14043       | Computer Operator III                                | 18.92       |             |
| 14044       | Computer Operator IV                                 | 21.02       |             |
| 14045       | Computer Operator V                                  | 23.28       |             |
| 14071       | Computer Programmer I                                | 21.65       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 15.17       | ***         |
| 14160       | Personal Computer Support Technician                 | 21.80       |             |
| 14170       | System Support Specialist                            | 23.28       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 34.12       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 41.29       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 49.50       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 34.12       |             |
| 15060       | Educational Technologist                             | 37.95       |             |
| 15070       | Flight Instructor (Pilot)                            | 49.50       |             |
| 15080       | Graphic Artist                                       | 25.07       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop              | 49.50       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.50       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.50       |             |
| 15090       | Technical Instructor                                    | 25.15       |             |
| 15095       | Technical Instructor/Course Developer                   | 30.84       |             |
| 15110       | Test Proctor                                            | 20.30       |             |
| 15120       | Tutor                                                   | 20.30       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.06       | ***         |
| 16030       | Counter Attendant                                       | 11.06       | ***         |
| 16040       | Dry Cleaner                                             | 13.41       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.06       | ***         |
| 16090       | Presser, Hand                                           | 11.06       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.06       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.06       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.06       | ***         |
| 16190       | Sewing Machine Operator                                 | 14.19       | ***         |
| 16220       | Tailor                                                  | 15.01       | ***         |
| 16250       | Washer, Machine                                         | 11.85       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.65       |             |
| 19040       | Tool And Die Maker                                      | 30.35       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.72       |             |
| 21030       | Material Coordinator                                    | 27.52       |             |
| 21040       | Material Expediter                                      | 27.52       |             |
| 21050       | Material Handling Laborer                               | 16.07       | ***         |
| 21071       | Order Filler                                            | 15.77       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.72       |             |
| 21110       | Shipping Packer                                         | 17.79       |             |
| 21130       | Shipping/Receiving Clerk                                | 17.79       |             |
| 21140       | Store Worker I                                          | 14.29       | ***         |
| 21150       | Stock Clerk                                             | 19.12       |             |
| 21210       | Tools And Parts Attendant                               | 19.72       |             |
| 21410       | Warehouse Specialist                                    | 19.72       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 30.44       |             |
| 23019       | Aircraft Logs and Records Technician                    | 24.85       |             |



| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23021       | Aircraft Mechanic I                                                    | 29.13            |
| 23022       | Aircraft Mechanic II                                                   | 30.44            |
| 23023       | Aircraft Mechanic III                                                  | 31.69            |
| 23040       | Aircraft Mechanic Helper                                               | 22.24            |
| 23050       | Aircraft, Painter                                                      | 27.43            |
| 23060       | Aircraft Servicer                                                      | 24.85            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 27.43            |
| 23080       | Aircraft Worker                                                        | 26.14            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 26.14            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 29.13            |
| 23110       | Appliance Mechanic                                                     | 24.65            |
| 23120       | Bicycle Repairer                                                       | 20.26            |
| 23125       | Cable Splicer                                                          | 37.12            |
| 23130       | Carpenter, Maintenance                                                 | 20.97            |
| 23140       | Carpet Layer                                                           | 23.27            |
| 23160       | Electrician, Maintenance                                               | 24.20            |
| 23181       | Electronics Technician Maintenance I                                   | 28.24            |
| 23182       | Electronics Technician Maintenance II                                  | 30.01            |
| 23183       | Electronics Technician Maintenance III                                 | 31.79            |
| 23260       | Fabric Worker                                                          | 21.78            |
| 23290       | Fire Alarm System Mechanic                                             | 26.05            |
| 23310       | Fire Extinguisher Repairer                                             | 20.26            |
| 23311       | Fuel Distribution System Mechanic                                      | 26.05            |
| 23312       | Fuel Distribution System Operator                                      | 20.26            |
| 23370       | General Maintenance Worker                                             | 18.42            |
| 23380       | Ground Support Equipment Mechanic                                      | 29.13            |
| 23381       | Ground Support Equipment Servicer                                      | 24.85            |
| 23382       | Ground Support Equipment Worker                                        | 26.14            |
| 23391       | Gunsmith I                                                             | 20.26            |
| 23392       | Gunsmith II                                                            | 23.27            |
| 23393       | Gunsmith III                                                           | 26.05            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.32            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.69            |
| 23430       | Heavy Equipment Mechanic                                               | 28.50            |
| 23440       | Heavy Equipment Operator                                               | 20.38            |
| 23460       | Instrument Mechanic                                                    | 26.05            |
| 23465       | Laboratory/Shelter Mechanic                                            | 24.65            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate Note</b> |
|-----------------------------------------------|---------------------------------------------------|------------------|
| 23470                                         | Laborer                                           | 16.07 ***        |
| 23510                                         | Locksmith                                         | 24.65            |
| 23530                                         | Machinery Maintenance Mechanic                    | 26.74            |
| 23550                                         | Machinist, Maintenance                            | 24.73            |
| 23580                                         | Maintenance Trades Helper                         | 16.48 ***        |
| 23591                                         | Metrology Technician I                            | 26.05            |
| 23592                                         | Metrology Technician II                           | 27.57            |
| 23593                                         | Metrology Technician III                          | 28.95            |
| 23640                                         | Millwright                                        | 25.19            |
| 23710                                         | Office Appliance Repairer                         | 26.72            |
| 23760                                         | Painter, Maintenance                              | 19.58            |
| 23790                                         | Pipefitter, Maintenance                           | 24.48            |
| 23810                                         | Plumber, Maintenance                              | 23.17            |
| 23820                                         | Pneudraulic Systems Mechanic                      | 26.05            |
| 23850                                         | Rigger                                            | 26.05            |
| 23870                                         | Scale Mechanic                                    | 23.27            |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 23.21            |
| 23910                                         | Small Engine Mechanic                             | 23.14            |
| 23931                                         | Telecommunications Mechanic I                     | 30.56            |
| 23932                                         | Telecommunications Mechanic II                    | 32.20            |
| 23950                                         | Telephone Lineman                                 | 26.06            |
| 23960                                         | Welder, Combination, Maintenance                  | 19.44            |
| 23965                                         | Well Driller                                      | 26.05            |
| 23970                                         | Woodcraft Worker                                  | 26.05            |
| 23980                                         | Woodworker                                        | 20.26            |
| 24000 Personal Needs Occupations              |                                                   |                  |
| 24550                                         | Case Manager                                      | 15.70 ***        |
| 24570                                         | Child Care Attendant                              | 11.34 ***        |
| 24580                                         | Child Care Center Clerk                           | 14.66 ***        |
| 24610                                         | Chore Aide                                        | 11.51 ***        |
| 24620                                         | Family Readiness And Support Services Coordinator | 15.70 ***        |
| 24630                                         | Homemaker                                         | 16.50 ***        |
| 25000 Plant And System Operations Occupations |                                                   |                  |
| 25010                                         | Boiler Tender                                     | 25.37            |
| 25040                                         | Sewage Plant Operator                             | 22.59            |
| 25070                                         | Stationary Engineer                               | 25.37            |
| 25190                                         | Ventilation Equipment Tender                      | 18.36            |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25210       | Water Treatment Plant Operator                 | 22.59       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 16.15       | ***         |
| 27007       | Baggage Inspector                              | 14.55       | ***         |
| 27008       | Corrections Officer                            | 21.30       |             |
| 27010       | Court Security Officer                         | 21.54       |             |
| 27030       | Detection Dog Handler                          | 16.36       | ***         |
| 27040       | Detention Officer                              | 21.30       |             |
| 27070       | Firefighter                                    | 22.45       |             |
| 27101       | Guard I                                        | 14.55       | ***         |
| 27102       | Guard II                                       | 16.36       | ***         |
| 27131       | Police Officer I                               | 21.44       |             |
| 27132       | Police Officer II                              | 23.82       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.10       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.21       | ***         |
| 28043       | Carnival Worker                                | 10.76       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 15.53       | ***         |
| 28310       | Lifeguard                                      | 13.21       | ***         |
| 28350       | Park Attendant (Aide)                          | 17.37       | ***         |
| 28510       | Recreation Aide/Health Facility Attendant      | 12.68       | ***         |
| 28515       | Recreation Specialist                          | 19.76       |             |
| 28630       | Sports Official                                | 13.84       | ***         |
| 28690       | Swimming Pool Operator                         | 17.50       | ***         |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 23.27       |             |
| 29020       | Hatch Tender                                   | 23.27       |             |
| 29030       | Line Handler                                   | 23.27       |             |
| 29041       | Stevedore I                                    | 21.78       |             |
| 29042       | Stevedore II                                   | 24.65       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.72       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.60       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.00       |             |
| 30021       | Archeological Technician I                     | 20.02       |             |
| 30022       | Archeological Technician II                    | 22.40       |             |
| 30023       | Archeological Technician III                   | 27.75       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30030       | Cartographic Technician                  | 27.75            |
| 30040       | Civil Engineering Technician             | 27.47            |
| 30051       | Cryogenic Technician I                   | 30.72            |
| 30052       | Cryogenic Technician II                  | 33.95            |
| 30061       | Drafter/CAD Operator I                   | 20.02            |
| 30062       | Drafter/CAD Operator II                  | 22.40            |
| 30063       | Drafter/CAD Operator III                 | 24.97            |
| 30064       | Drafter/CAD Operator IV                  | 30.72            |
| 30081       | Engineering Technician I                 | 17.84            |
| 30082       | Engineering Technician II                | 20.02            |
| 30083       | Engineering Technician III               | 22.81            |
| 30084       | Engineering Technician IV                | 27.75            |
| 30085       | Engineering Technician V                 | 33.95            |
| 30086       | Engineering Technician VI                | 41.06            |
| 30090       | Environmental Technician                 | 27.75            |
| 30095       | Evidence Control Specialist              | 27.75            |
| 30210       | Laboratory Technician                    | 22.38            |
| 30221       | Latent Fingerprint Technician I          | 30.72            |
| 30222       | Latent Fingerprint Technician II         | 33.95            |
| 30240       | Mathematical Technician                  | 27.75            |
| 30361       | Paralegal/Legal Assistant I              | 18.45            |
| 30362       | Paralegal/Legal Assistant II             | 23.06            |
| 30363       | Paralegal/Legal Assistant III            | 28.20            |
| 30364       | Paralegal/Legal Assistant IV             | 34.12            |
| 30375       | Petroleum Supply Specialist              | 33.95            |
| 30390       | Photo-Optics Technician                  | 27.75            |
| 30395       | Radiation Control Technician             | 33.95            |
| 30461       | Technical Writer I                       | 27.75            |
| 30462       | Technical Writer II                      | 33.95            |
| 30463       | Technical Writer III                     | 41.06            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 30.97            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 37.46            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 44.90            |
| 30494       | Unexploded (UXO) Safety Escort           | 30.97            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 30.97            |
| 30501       | Weather Forecaster I                     | 30.72            |
| 30502       | Weather Forecaster II                    | 37.38            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.97       | see 2       |
| 30621       | Weather Observer, Senior                                 | 27.75       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 37.46       |             |
| 31020       | Bus Aide                                                 | 14.67       | ***         |
| 31030       | Bus Driver                                               | 19.68       |             |
| 31043       | Driver Courier                                           | 14.94       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.38       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.25       | ***         |
| 31310       | Taxi Driver                                              | 10.89       | ***         |
| 31361       | Truckdriver, Light                                       | 16.12       | ***         |
| 31362       | Truckdriver, Medium                                      | 17.60       | ***         |
| 31363       | Truckdriver, Heavy                                       | 24.56       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.56       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 18.27       |             |
| 99030       | Cashier                                                  | 11.67       | ***         |
| 99050       | Desk Clerk                                               | 12.58       | ***         |
| 99095       | Embalmer                                                 | 28.16       |             |
| 99130       | Flight Follower                                          | 30.97       |             |
| 99251       | Laboratory Animal Caretaker I                            | 15.11       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 16.31       | ***         |
| 99260       | Marketing Analyst                                        | 27.82       |             |
| 99310       | Mortician                                                | 28.16       |             |
| 99410       | Pest Controller                                          | 18.49       |             |
| 99510       | Photofinishing Worker                                    | 16.27       | ***         |
| 99710       | Recycling Laborer                                        | 18.19       |             |
| 99711       | Recycling Specialist                                     | 21.62       |             |
| 99730       | Refuse Collector                                         | 16.50       | ***         |
| 99810       | Sales Clerk                                              | 13.92       | ***         |
| 99820       | School Crossing Guard                                    | 15.86       | ***         |
| 99830       | Survey Party Chief                                       | 27.26       |             |
| 99831       | Surveying Aide                                           | 18.15       |             |
| 99832       | Surveying Technician                                     | 24.81       |             |
| 99840       | Vending Machine Attendant                                | 20.78       |             |
| 99841       | Vending Machine Repairer                                 | 25.79       |             |
| 99842       | Vending Machine Repairer Helper                          | 20.78       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 11 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, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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**Wage Determination No. : 2015-5927**

# REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/05/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Alabama

Area: Alabama County of Greene

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

## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 16.03 | ***  |
| 01012 | Accounting Clerk II                             | 20.01 |      |
| 01013 | Accounting Clerk III                            | 20.98 |      |
| 01020 | Administrative Assistant                        | 31.82 |      |
| 01035 | Court Reporter                                  | 19.97 |      |
| 01041 | Customer Service Representative I               | 14.84 | ***  |
| 01042 | Customer Service Representative II              | 16.19 | ***  |
| 01043 | Customer Service Representative III             | 18.17 |      |
| 01051 | Data Entry Operator I                           | 15.61 | ***  |
| 01052 | Data Entry Operator II                          | 17.04 | ***  |
| 01060 | Dispatcher, Motor Vehicle                       | 22.22 |      |
| 01070 | Document Preparation Clerk                      | 15.91 | ***  |
| 01090 | Duplicating Machine Operator                    | 15.91 | ***  |
| 01111 | General Clerk I                                 | 14.75 | ***  |
| 01112 | General Clerk II                                | 16.13 | ***  |
| 01113 | General Clerk III                               | 18.17 |      |
| 01120 | Housing Referral Assistant                      | 22.27 |      |
| 01141 | Messenger Courier                               | 12.95 | ***  |
| 01191 | Order Clerk I                                   | 14.58 | ***  |
| 01192 | Order Clerk II                                  | 15.91 | ***  |
| 01261 | Personnel Assistant (Employment) I              | 18.89 |      |
| 01262 | Personnel Assistant (Employment) II             | 21.13 |      |
| 01263 | Personnel Assistant (Employment) III            | 24.58 |      |
| 01270 | Production Control Clerk                        | 26.64 |      |
| 01290 | Rental Clerk                                    | 15.00 | ***  |
| 01300 | Scheduler, Maintenance                          | 17.85 |      |
| 01311 | Secretary I                                     | 17.85 |      |
| 01312 | Secretary II                                    | 19.97 |      |
| 01313 | Secretary III                                   | 22.27 |      |
| 01320 | Service Order Dispatcher                        | 19.86 |      |
| 01410 | Supply Technician                               | 31.82 |      |
| 01420 | Survey Worker                                   | 17.92 |      |
| 01460 | Switchboard Operator/Receptionist               | 14.57 | ***  |
| 01531 | Travel Clerk I                                  | 15.77 | ***  |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01532       | Travel Clerk II                              | 16.76       | ***         |
| 01533       | Travel Clerk III                             | 19.31       |             |
| 01611       | Word Processor I                             | 15.91       | ***         |
| 01612       | Word Processor II                            | 17.85       |             |
| 01613       | Word Processor III                           | 19.97       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 25.39       |             |
| 05010       | Automotive Electrician                       | 19.82       |             |
| 05040       | Automotive Glass Installer                   | 18.52       |             |
| 05070       | Automotive Worker                            | 18.52       |             |
| 05110       | Mobile Equipment Servicer                    | 15.90       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 21.15       |             |
| 05160       | Motor Equipment Metal Worker                 | 18.52       |             |
| 05190       | Motor Vehicle Mechanic                       | 21.15       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 14.56       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 17.22       | ***         |
| 05280       | Motor Vehicle Wrecker                        | 18.52       |             |
| 05310       | Painter, Automotive                          | 19.82       |             |
| 05340       | Radiator Repair Specialist                   | 18.52       |             |
| 05370       | Tire Repairer                                | 15.59       | ***         |
| 05400       | Transmission Repair Specialist               | 21.15       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 18.98       |             |
| 07041       | Cook I                                       | 11.70       | ***         |
| 07042       | Cook II                                      | 13.63       | ***         |
| 07070       | Dishwasher                                   | 11.37       | ***         |
| 07130       | Food Service Worker                          | 11.77       | ***         |
| 07210       | Meat Cutter                                  | 16.76       | ***         |
| 07260       | Waiter/Waitress                              | 10.68       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.55       |             |
| 09040       | Furniture Handler                            | 13.16       | ***         |
| 09080       | Furniture Refinisher                         | 21.55       |             |
| 09090       | Furniture Refinisher Helper                  | 15.95       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.74       |             |
| 09130       | Upholsterer                                  | 21.55       |             |
| 11000       | General Services And Support Occupations     |             |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11030       | Cleaner, Vehicles                          | 14.48       | ***         |
| 11060       | Elevator Operator                          | 13.23       | ***         |
| 11090       | Gardener                                   | 21.52       |             |
| 11122       | Housekeeping Aide                          | 13.23       | ***         |
| 11150       | Janitor                                    | 13.23       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 16.37       | ***         |
| 11240       | Maid or Houseman                           | 11.83       | ***         |
| 11260       | Pruner                                     | 14.62       | ***         |
| 11270       | Tractor Operator                           | 19.80       |             |
| 11330       | Trail Maintenance Worker                   | 16.37       | ***         |
| 11360       | Window Cleaner                             | 14.83       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 17.63       | ***         |
| 12011       | Breath Alcohol Technician                  | 21.18       |             |
| 12012       | Certified Occupational Therapist Assistant | 29.06       |             |
| 12015       | Certified Physical Therapist Assistant     | 31.32       |             |
| 12020       | Dental Assistant                           | 17.65       | ***         |
| 12025       | Dental Hygienist                           | 28.90       |             |
| 12030       | EKG Technician                             | 32.09       |             |
| 12035       | Electroneurodiagnostic Technologist        | 32.09       |             |
| 12040       | Emergency Medical Technician               | 17.63       | ***         |
| 12071       | Licensed Practical Nurse I                 | 18.94       |             |
| 12072       | Licensed Practical Nurse II                | 21.18       |             |
| 12073       | Licensed Practical Nurse III               | 23.61       |             |
| 12100       | Medical Assistant                          | 15.61       | ***         |
| 12130       | Medical Laboratory Technician              | 22.87       |             |
| 12160       | Medical Record Clerk                       | 16.70       | ***         |
| 12190       | Medical Record Technician                  | 18.98       |             |
| 12195       | Medical Transcriptionist                   | 18.94       |             |
| 12210       | Nuclear Medicine Technologist              | 46.55       |             |
| 12221       | Nursing Assistant I                        | 13.64       | ***         |
| 12222       | Nursing Assistant II                       | 15.35       | ***         |
| 12223       | Nursing Assistant III                      | 16.75       | ***         |
| 12224       | Nursing Assistant IV                       | 18.80       |             |
| 12235       | Optical Dispenser                          | 19.18       |             |
| 12236       | Optical Technician                         | 18.94       |             |
| 12250       | Pharmacy Technician                        | 18.10       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate Note</b> |
|-------------|------------------------------------------------------|------------------|
| 12280       | Phlebotomist                                         | 14.96 ***        |
| 12305       | Radiologic Technologist                              | 25.76            |
| 12311       | Registered Nurse I                                   | 27.03            |
| 12312       | Registered Nurse II                                  | 33.06            |
| 12313       | Registered Nurse II, Specialist                      | 33.06            |
| 12314       | Registered Nurse III                                 | 39.99            |
| 12315       | Registered Nurse III, Anesthetist                    | 39.99            |
| 12316       | Registered Nurse IV                                  | 47.93            |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 26.24            |
| 12320       | Substance Abuse Treatment Counselor                  | 22.80            |
| 13000       | Information And Arts Occupations                     |                  |
| 13011       | Exhibits Specialist I                                | 22.06            |
| 13012       | Exhibits Specialist II                               | 27.32            |
| 13013       | Exhibits Specialist III                              | 33.41            |
| 13041       | Illustrator I                                        | 22.06            |
| 13042       | Illustrator II                                       | 27.32            |
| 13043       | Illustrator III                                      | 33.41            |
| 13047       | Librarian                                            | 30.26            |
| 13050       | Library Aide/Clerk                                   | 12.94 ***        |
| 13054       | Library Information Technology Systems Administrator | 27.32            |
| 13058       | Library Technician                                   | 20.21            |
| 13061       | Media Specialist I                                   | 19.72            |
| 13062       | Media Specialist II                                  | 22.06            |
| 13063       | Media Specialist III                                 | 24.58            |
| 13071       | Photographer I                                       | 19.72            |
| 13072       | Photographer II                                      | 22.06            |
| 13073       | Photographer III                                     | 27.32            |
| 13074       | Photographer IV                                      | 33.41            |
| 13075       | Photographer V                                       | 40.43            |
| 13090       | Technical Order Library Clerk                        | 20.24            |
| 13110       | Video Teleconference Technician                      | 19.72            |
| 14000       | Information Technology Occupations                   |                  |
| 14041       | Computer Operator I                                  | 15.92 ***        |
| 14042       | Computer Operator II                                 | 17.80            |
| 14043       | Computer Operator III                                | 19.86            |
| 14044       | Computer Operator IV                                 | 22.06            |
| 14045       | Computer Operator V                                  | 24.43            |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14071       | Computer Programmer I                                   | 24.68       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 15.92       | ***         |
| 14160       | Personal Computer Support Technician                    | 22.06       |             |
| 14170       | System Support Specialist                               | 24.43       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 31.12       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 37.65       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 42.74       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.21       |             |
| 15060       | Educational Technologist                                | 38.76       |             |
| 15070       | Flight Instructor (Pilot)                               | 42.74       |             |
| 15080       | Graphic Artist                                          | 30.18       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 41.17       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 41.17       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 41.17       |             |
| 15090       | Technical Instructor                                    | 24.68       |             |
| 15095       | Technical Instructor/Course Developer                   | 30.18       |             |
| 15110       | Test Proctor                                            | 19.91       |             |
| 15120       | Tutor                                                   | 19.91       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.11       | ***         |
| 16030       | Counter Attendant                                       | 11.11       | ***         |
| 16040       | Dry Cleaner                                             | 12.87       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.11       | ***         |
| 16090       | Presser, Hand                                           | 11.11       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.11       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.11       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.11       | ***         |
| 16190       | Sewing Machine Operator                                 | 13.63       | ***         |
| 16220       | Tailor                                                  | 14.44       | ***         |
| 16250       | Washer, Machine                                         | 11.61       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 25.83       |             |
| 19040       | Tool And Die Maker                                | 32.18       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 20.85       |             |
| 21030       | Material Coordinator                              | 26.64       |             |
| 21040       | Material Expediter                                | 26.64       |             |
| 21050       | Material Handling Laborer                         | 16.42       | ***         |
| 21071       | Order Filler                                      | 15.10       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 20.85       |             |
| 21110       | Shipping Packer                                   | 22.92       |             |
| 21130       | Shipping/Receiving Clerk                          | 22.92       |             |
| 21140       | Store Worker I                                    | 13.46       | ***         |
| 21150       | Stock Clerk                                       | 18.84       |             |
| 21210       | Tools And Parts Attendant                         | 20.85       |             |
| 21410       | Warehouse Specialist                              | 20.85       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 29.06       |             |
| 23019       | Aircraft Logs and Records Technician              | 22.35       |             |
| 23021       | Aircraft Mechanic I                               | 27.45       |             |
| 23022       | Aircraft Mechanic II                              | 29.06       |             |
| 23023       | Aircraft Mechanic III                             | 30.61       |             |
| 23040       | Aircraft Mechanic Helper                          | 18.90       |             |
| 23050       | Aircraft, Painter                                 | 25.72       |             |
| 23060       | Aircraft Servicer                                 | 22.35       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 25.72       |             |
| 23080       | Aircraft Worker                                   | 24.04       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 24.04       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 27.45       |             |
| 23110       | Appliance Mechanic                                | 25.83       |             |
| 23120       | Bicycle Repairer                                  | 20.77       |             |
| 23125       | Cable Splicer                                     | 42.49       |             |
| 23130       | Carpenter, Maintenance                            | 23.38       |             |
| 23140       | Carpet Layer                                      | 24.18       |             |
| 23160       | Electrician, Maintenance                          | 26.85       |             |
| 23181       | Electronics Technician Maintenance I              | 34.97       |             |
| 23182       | Electronics Technician Maintenance II             | 37.36       |             |



| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23183       | Electronics Technician Maintenance III                                 | 39.74            |
| 23260       | Fabric Worker                                                          | 22.46            |
| 23290       | Fire Alarm System Mechanic                                             | 24.98            |
| 23310       | Fire Extinguisher Repairer                                             | 20.77            |
| 23311       | Fuel Distribution System Mechanic                                      | 27.48            |
| 23312       | Fuel Distribution System Operator                                      | 20.77            |
| 23370       | General Maintenance Worker                                             | 18.98            |
| 23380       | Ground Support Equipment Mechanic                                      | 27.45            |
| 23381       | Ground Support Equipment Servicer                                      | 22.35            |
| 23382       | Ground Support Equipment Worker                                        | 24.04            |
| 23391       | Gunsmith I                                                             | 20.77            |
| 23392       | Gunsmith II                                                            | 24.18            |
| 23393       | Gunsmith III                                                           | 27.48            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 20.26            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 21.12            |
| 23430       | Heavy Equipment Mechanic                                               | 25.85            |
| 23440       | Heavy Equipment Operator                                               | 20.26            |
| 23460       | Instrument Mechanic                                                    | 28.18            |
| 23465       | Laboratory/Shelter Mechanic                                            | 25.83            |
| 23470       | Laborer                                                                | 16.42 ***        |
| 23510       | Locksmith                                                              | 25.83            |
| 23530       | Machinery Maintenance Mechanic                                         | 32.63            |
| 23550       | Machinist, Maintenance                                                 | 23.74            |
| 23580       | Maintenance Trades Helper                                              | 16.45 ***        |
| 23591       | Metrology Technician I                                                 | 27.48            |
| 23592       | Metrology Technician II                                                | 29.06            |
| 23593       | Metrology Technician III                                               | 30.61            |
| 23640       | Millwright                                                             | 28.78            |
| 23710       | Office Appliance Repairer                                              | 23.48            |
| 23760       | Painter, Maintenance                                                   | 22.69            |
| 23790       | Pipefitter, Maintenance                                                | 26.88            |
| 23810       | Plumber, Maintenance                                                   | 25.28            |
| 23820       | Pneudraulic Systems Mechanic                                           | 27.48            |
| 23850       | Rigger                                                                 | 27.48            |
| 23870       | Scale Mechanic                                                         | 24.18            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 22.62            |
| 23910       | Small Engine Mechanic                                                  | 24.18            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23931       | Telecommunications Mechanic I                     | 33.53       |             |
| 23932       | Telecommunications Mechanic II                    | 35.45       |             |
| 23950       | Telephone Lineman                                 | 28.66       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.71       |             |
| 23965       | Well Driller                                      | 27.48       |             |
| 23970       | Woodcraft Worker                                  | 27.48       |             |
| 23980       | Woodworker                                        | 20.77       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 15.53       | ***         |
| 24570       | Child Care Attendant                              | 11.72       | ***         |
| 24580       | Child Care Center Clerk                           | 15.58       | ***         |
| 24610       | Chore Aide                                        | 12.34       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 15.53       | ***         |
| 24630       | Homemaker                                         | 19.50       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 25.43       |             |
| 25040       | Sewage Plant Operator                             | 23.38       |             |
| 25070       | Stationary Engineer                               | 25.43       |             |
| 25190       | Ventilation Equipment Tender                      | 17.25       | ***         |
| 25210       | Water Treatment Plant Operator                    | 23.38       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 16.19       | ***         |
| 27007       | Baggage Inspector                                 | 14.39       | ***         |
| 27008       | Corrections Officer                               | 20.04       |             |
| 27010       | Court Security Officer                            | 20.89       |             |
| 27030       | Detection Dog Handler                             | 16.79       | ***         |
| 27040       | Detention Officer                                 | 20.04       |             |
| 27070       | Firefighter                                       | 22.77       |             |
| 27101       | Guard I                                           | 14.39       | ***         |
| 27102       | Guard II                                          | 16.79       | ***         |
| 27131       | Police Officer I                                  | 22.29       |             |
| 27132       | Police Officer II                                 | 24.74       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 17.64       | ***         |
| 28042       | Carnival Equipment Repairer                       | 19.17       |             |
| 28043       | Carnival Worker                                   | 12.99       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 15.68       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28310       | Lifeguard                                      | 13.97 ***        |
| 28350       | Park Attendant (Aide)                          | 17.54 ***        |
| 28510       | Recreation Aide/Health Facility Attendant      | 12.80 ***        |
| 28515       | Recreation Specialist                          | 21.72            |
| 28630       | Sports Official                                | 13.97 ***        |
| 28690       | Swimming Pool Operator                         | 22.32            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 25.23            |
| 29020       | Hatch Tender                                   | 25.23            |
| 29030       | Line Handler                                   | 25.23            |
| 29041       | Stevedore I                                    | 23.45            |
| 29042       | Stevedore II                                   | 26.99            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.54            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.09            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.34            |
| 30021       | Archeological Technician I                     | 18.27            |
| 30022       | Archeological Technician II                    | 20.44            |
| 30023       | Archeological Technician III                   | 25.33            |
| 30030       | Cartographic Technician                        | 25.33            |
| 30040       | Civil Engineering Technician                   | 24.77            |
| 30051       | Cryogenic Technician I                         | 23.36            |
| 30052       | Cryogenic Technician II                        | 25.81            |
| 30061       | Drafter/CAD Operator I                         | 18.27            |
| 30062       | Drafter/CAD Operator II                        | 20.44            |
| 30063       | Drafter/CAD Operator III                       | 24.23            |
| 30064       | Drafter/CAD Operator IV                        | 27.72            |
| 30081       | Engineering Technician I                       | 17.31 ***        |
| 30082       | Engineering Technician II                      | 19.42            |
| 30083       | Engineering Technician III                     | 21.73            |
| 30084       | Engineering Technician IV                      | 26.93            |
| 30085       | Engineering Technician V                       | 32.93            |
| 30086       | Engineering Technician VI                      | 39.84            |
| 30090       | Environmental Technician                       | 24.76            |
| 30095       | Evidence Control Specialist                    | 21.10            |
| 30210       | Laboratory Technician                          | 35.18            |
| 30221       | Latent Fingerprint Technician I                | 23.36            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30222       | Latent Fingerprint Technician II                         | 25.81       |             |
| 30240       | Mathematical Technician                                  | 25.44       |             |
| 30361       | Paralegal/Legal Assistant I                              | 21.54       |             |
| 30362       | Paralegal/Legal Assistant II                             | 26.69       |             |
| 30363       | Paralegal/Legal Assistant III                            | 32.65       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 39.50       |             |
| 30375       | Petroleum Supply Specialist                              | 25.81       |             |
| 30390       | Photo-Optics Technician                                  | 25.44       |             |
| 30395       | Radiation Control Technician                             | 25.81       |             |
| 30461       | Technical Writer I                                       | 20.90       |             |
| 30462       | Technical Writer II                                      | 25.58       |             |
| 30463       | Technical Writer III                                     | 29.59       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.58       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.79       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.89       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.58       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.58       |             |
| 30501       | Weather Forecaster I                                     | 25.70       |             |
| 30502       | Weather Forecaster II                                    | 31.26       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.23       | see 2       |
| 30621       | Weather Observer, Senior                                 | 25.41       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.79       |             |
| 31020       | Bus Aide                                                 | 12.49       | ***         |
| 31030       | Bus Driver                                               | 18.02       |             |
| 31043       | Driver Courier                                           | 16.50       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.09       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.76       | ***         |
| 31310       | Taxi Driver                                              | 14.83       | ***         |
| 31361       | Truckdriver, Light                                       | 18.01       |             |
| 31362       | Truckdriver, Medium                                      | 19.51       |             |
| 31363       | Truckdriver, Heavy                                       | 24.30       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.30       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.45       | ***         |
| 99030       | Cashier                                                  | 11.85       | ***         |
| 99050       | Desk Clerk                                               | 12.20       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99095       | Embalmer                        | 28.84       |             |
| 99130       | Flight Follower                 | 29.58       |             |
| 99251       | Laboratory Animal Caretaker I   | 20.19       |             |
| 99252       | Laboratory Animal Caretaker II  | 22.04       |             |
| 99260       | Marketing Analyst               | 26.95       |             |
| 99310       | Mortician                       | 28.84       |             |
| 99410       | Pest Controller                 | 20.12       |             |
| 99510       | Photofinishing Worker           | 15.54       | ***         |
| 99710       | Recycling Laborer               | 19.16       |             |
| 99711       | Recycling Specialist            | 23.22       |             |
| 99730       | Refuse Collector                | 17.11       | ***         |
| 99810       | Sales Clerk                     | 14.02       | ***         |
| 99820       | School Crossing Guard           | 15.25       | ***         |
| 99830       | Survey Party Chief              | 25.01       |             |
| 99831       | Surveying Aide                  | 15.22       | ***         |
| 99832       | Surveying Technician            | 20.86       |             |
| 99840       | Vending Machine Attendant       | 20.19       |             |
| 99841       | Vending Machine Repairer        | 25.68       |             |
| 99842       | Vending Machine Repairer Helper | 20.19       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 11 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, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5929**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/05/2025

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Tennessee

Area: Tennessee County of Gibson

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.89       | ***         |
| 01012       | Accounting Clerk II                             | 18.95       |             |
| 01013       | Accounting Clerk III                            | 21.20       |             |
| 01020       | Administrative Assistant                        | 25.97       |             |
| 01035       | Court Reporter                                  | 21.28       |             |
| 01041       | Customer Service Representative I               | 14.87       | ***         |
| 01042       | Customer Service Representative II              | 16.22       | ***         |
| 01043       | Customer Service Representative III             | 18.21       |             |
| 01051       | Data Entry Operator I                           | 16.71       | ***         |
| 01052       | Data Entry Operator II                          | 18.23       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 21.41       |             |
| 01070       | Document Preparation Clerk                      | 16.95       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.95       | ***         |
| 01111       | General Clerk I                                 | 14.41       | ***         |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01112       | General Clerk II                     | 15.72       | ***         |
| 01113       | General Clerk III                    | 17.65       | ***         |
| 01120       | Housing Referral Assistant           | 23.71       |             |
| 01141       | Messenger Courier                    | 14.05       | ***         |
| 01191       | Order Clerk I                        | 14.96       | ***         |
| 01192       | Order Clerk II                       | 16.32       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 18.43       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.62       |             |
| 01263       | Personnel Assistant (Employment) III | 22.98       |             |
| 01270       | Production Control Clerk             | 24.72       |             |
| 01290       | Rental Clerk                         | 15.35       | ***         |
| 01300       | Scheduler, Maintenance               | 19.02       |             |
| 01311       | Secretary I                          | 19.02       |             |
| 01312       | Secretary II                         | 21.28       |             |
| 01313       | Secretary III                        | 23.71       |             |
| 01320       | Service Order Dispatcher             | 19.13       |             |
| 01410       | Supply Technician                    | 25.97       |             |
| 01420       | Survey Worker                        | 18.77       |             |
| 01460       | Switchboard Operator/Receptionist    | 14.99       | ***         |
| 01531       | Travel Clerk I                       | 16.95       | ***         |
| 01532       | Travel Clerk II                      | 18.83       |             |
| 01533       | Travel Clerk III                     | 20.45       |             |
| 01611       | Word Processor I                     | 16.95       | ***         |
| 01612       | Word Processor II                    | 19.02       |             |
| 01613       | Word Processor III                   | 21.28       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.72       |             |
| 05010       | Automotive Electrician               | 20.93       |             |
| 05040       | Automotive Glass Installer           | 19.56       |             |
| 05070       | Automotive Worker                    | 19.56       |             |
| 05110       | Mobile Equipment Servicer            | 16.73       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 22.30       |             |
| 05160       | Motor Equipment Metal Worker         | 19.56       |             |
| 05190       | Motor Vehicle Mechanic               | 22.30       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 15.37       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 18.13       |             |
| 05280       | Motor Vehicle Wrecker                | 19.56       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05310       | Painter, Automotive                          | 20.93       |             |
| 05340       | Radiator Repair Specialist                   | 19.56       |             |
| 05370       | Tire Repairer                                | 17.08       | ***         |
| 05400       | Transmission Repair Specialist               | 22.30       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 16.41       | ***         |
| 07041       | Cook I                                       | 14.99       | ***         |
| 07042       | Cook II                                      | 17.24       | ***         |
| 07070       | Dishwasher                                   | 12.20       | ***         |
| 07130       | Food Service Worker                          | 12.29       | ***         |
| 07210       | Meat Cutter                                  | 15.33       | ***         |
| 07260       | Waiter/Waitress                              | 10.71       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.16       |             |
| 09040       | Furniture Handler                            | 13.26       | ***         |
| 09080       | Furniture Refinisher                         | 22.16       |             |
| 09090       | Furniture Refinisher Helper                  | 16.21       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.19       |             |
| 09130       | Upholsterer                                  | 22.16       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 15.98       | ***         |
| 11060       | Elevator Operator                            | 14.80       | ***         |
| 11090       | Gardener                                     | 22.22       |             |
| 11122       | Housekeeping Aide                            | 14.80       | ***         |
| 11150       | Janitor                                      | 14.80       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.64       | ***         |
| 11240       | Maid or Houseman                             | 13.43       | ***         |
| 11260       | Pruner                                       | 14.80       | ***         |
| 11270       | Tractor Operator                             | 20.35       |             |
| 11330       | Trail Maintenance Worker                     | 16.64       | ***         |
| 11360       | Window Cleaner                               | 16.64       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 18.19       |             |
| 12011       | Breath Alcohol Technician                    | 21.15       |             |
| 12012       | Certified Occupational Therapist Assistant   | 31.19       |             |
| 12015       | Certified Physical Therapist Assistant       | 29.93       |             |
| 12020       | Dental Assistant                             | 22.36       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12025       | Dental Hygienist                     | 38.08       |             |
| 12030       | EKG Technician                       | 32.04       |             |
| 12035       | Electroneurodiagnostic Technologist  | 32.04       |             |
| 12040       | Emergency Medical Technician         | 18.19       |             |
| 12071       | Licensed Practical Nurse I           | 18.91       |             |
| 12072       | Licensed Practical Nurse II          | 21.15       |             |
| 12073       | Licensed Practical Nurse III         | 23.57       |             |
| 12100       | Medical Assistant                    | 17.22       | ***         |
| 12130       | Medical Laboratory Technician        | 28.09       |             |
| 12160       | Medical Record Clerk                 | 18.11       |             |
| 12190       | Medical Record Technician            | 20.43       |             |
| 12195       | Medical Transcriptionist             | 18.90       |             |
| 12210       | Nuclear Medicine Technologist        | 46.47       |             |
| 12221       | Nursing Assistant I                  | 13.67       | ***         |
| 12222       | Nursing Assistant II                 | 15.39       | ***         |
| 12223       | Nursing Assistant III                | 16.79       | ***         |
| 12224       | Nursing Assistant IV                 | 18.85       |             |
| 12235       | Optical Dispenser                    | 20.80       |             |
| 12236       | Optical Technician                   | 18.91       |             |
| 12250       | Pharmacy Technician                  | 18.15       |             |
| 12280       | Phlebotomist                         | 16.94       | ***         |
| 12305       | Radiologic Technologist              | 26.53       |             |
| 12311       | Registered Nurse I                   | 28.16       |             |
| 12312       | Registered Nurse II                  | 34.44       |             |
| 12313       | Registered Nurse II, Specialist      | 34.44       |             |
| 12314       | Registered Nurse III                 | 41.67       |             |
| 12315       | Registered Nurse III, Anesthetist    | 41.67       |             |
| 12316       | Registered Nurse IV                  | 49.96       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 26.20       |             |
| 12320       | Substance Abuse Treatment Counselor  | 21.83       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 19.45       |             |
| 13012       | Exhibits Specialist II               | 24.10       |             |
| 13013       | Exhibits Specialist III              | 29.48       |             |
| 13041       | Illustrator I                        | 19.45       |             |
| 13042       | Illustrator II                       | 24.10       |             |
| 13043       | Illustrator III                      | 29.48       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13047       | Librarian                                            | 26.69       |             |
| 13050       | Library Aide/Clerk                                   | 14.89       | ***         |
| 13054       | Library Information Technology Systems Administrator | 24.10       |             |
| 13058       | Library Technician                                   | 17.67       | ***         |
| 13061       | Media Specialist I                                   | 17.39       | ***         |
| 13062       | Media Specialist II                                  | 19.45       |             |
| 13063       | Media Specialist III                                 | 21.69       |             |
| 13071       | Photographer I                                       | 17.39       | ***         |
| 13072       | Photographer II                                      | 19.45       |             |
| 13073       | Photographer III                                     | 24.10       |             |
| 13074       | Photographer IV                                      | 29.48       |             |
| 13075       | Photographer V                                       | 35.67       |             |
| 13090       | Technical Order Library Clerk                        | 18.69       |             |
| 13110       | Video Teleconference Technician                      | 18.06       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.50       |             |
| 14042       | Computer Operator II                                 | 20.69       |             |
| 14043       | Computer Operator III                                | 23.06       |             |
| 14044       | Computer Operator IV                                 | 25.63       |             |
| 14045       | Computer Operator V                                  | 28.39       |             |
| 14071       | Computer Programmer I                                | 22.21       | see 1       |
| 14072       | Computer Programmer II                               | 27.52       | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.50       |             |
| 14160       | Personal Computer Support Technician                 | 25.63       |             |
| 14170       | System Support Specialist                            | 28.39       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 31.98       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 38.69       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 46.39       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 31.98       |             |
| 15060       | Educational Technologist                             | 32.84       |             |
| 15070       | Flight Instructor (Pilot)                            | 46.39       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15080       | Graphic Artist                                          | 24.38       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.39       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.39       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.39       |             |
| 15090       | Technical Instructor                                    | 21.91       |             |
| 15095       | Technical Instructor/Course Developer                   | 26.79       |             |
| 15110       | Test Proctor                                            | 17.69       | ***         |
| 15120       | Tutor                                                   | 17.69       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 15.04       | ***         |
| 16030       | Counter Attendant                                       | 15.04       | ***         |
| 16040       | Dry Cleaner                                             | 17.20       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 15.04       | ***         |
| 16090       | Presser, Hand                                           | 15.04       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 15.04       | ***         |
| 16130       | Presser, Machine, Shirts                                | 15.04       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 15.04       | ***         |
| 16190       | Sewing Machine Operator                                 | 17.92       |             |
| 16220       | Tailor                                                  | 18.64       |             |
| 16250       | Washer, Machine                                         | 15.76       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 21.58       |             |
| 19040       | Tool And Die Maker                                      | 26.83       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 18.52       |             |
| 21030       | Material Coordinator                                    | 24.72       |             |
| 21040       | Material Expediter                                      | 24.72       |             |
| 21050       | Material Handling Laborer                               | 17.28       | ***         |
| 21071       | Order Filler                                            | 15.87       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 18.52       |             |
| 21110       | Shipping Packer                                         | 20.83       |             |
| 21130       | Shipping/Receiving Clerk                                | 20.83       |             |
| 21140       | Store Worker I                                          | 14.46       | ***         |
| 21150       | Stock Clerk                                             | 19.68       |             |
| 21210       | Tools And Parts Attendant                               | 18.52       |             |
| 21410       | Warehouse Specialist                                    | 18.52       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23010       | Aerospace Structural Welder                                            | 28.28            |
| 23019       | Aircraft Logs and Records Technician                                   | 22.06            |
| 23021       | Aircraft Mechanic I                                                    | 26.75            |
| 23022       | Aircraft Mechanic II                                                   | 28.28            |
| 23023       | Aircraft Mechanic III                                                  | 29.89            |
| 23040       | Aircraft Mechanic Helper                                               | 18.64            |
| 23050       | Aircraft, Painter                                                      | 25.25            |
| 23060       | Aircraft Servicer                                                      | 22.06            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 25.25            |
| 23080       | Aircraft Worker                                                        | 23.80            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 23.80            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 26.75            |
| 23110       | Appliance Mechanic                                                     | 25.25            |
| 23120       | Bicycle Repairer                                                       | 20.36            |
| 23125       | Cable Splicer                                                          | 34.25            |
| 23130       | Carpenter, Maintenance                                                 | 22.79            |
| 23140       | Carpet Layer                                                           | 23.80            |
| 23160       | Electrician, Maintenance                                               | 27.52            |
| 23181       | Electronics Technician Maintenance I                                   | 28.35            |
| 23182       | Electronics Technician Maintenance II                                  | 30.07            |
| 23183       | Electronics Technician Maintenance III                                 | 31.86            |
| 23260       | Fabric Worker                                                          | 22.06            |
| 23290       | Fire Alarm System Mechanic                                             | 26.75            |
| 23310       | Fire Extinguisher Repairer                                             | 20.36            |
| 23311       | Fuel Distribution System Mechanic                                      | 26.16            |
| 23312       | Fuel Distribution System Operator                                      | 20.25            |
| 23370       | General Maintenance Worker                                             | 22.11            |
| 23380       | Ground Support Equipment Mechanic                                      | 26.75            |
| 23381       | Ground Support Equipment Servicer                                      | 22.06            |
| 23382       | Ground Support Equipment Worker                                        | 23.80            |
| 23391       | Gunsmith I                                                             | 20.36            |
| 23392       | Gunsmith II                                                            | 23.80            |
| 23393       | Gunsmith III                                                           | 26.75            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 22.20            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 25.91            |
| 23430       | Heavy Equipment Mechanic                                               | 26.62            |
| 23440       | Heavy Equipment Operator                                               | 22.82            |



| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23460       | Instrument Mechanic                               | 26.75       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 25.25       |             |
| 23470       | Laborer                                           | 17.28       | ***         |
| 23510       | Locksmith                                         | 25.25       |             |
| 23530       | Machinery Maintenance Mechanic                    | 30.36       |             |
| 23550       | Machinist, Maintenance                            | 23.48       |             |
| 23580       | Maintenance Trades Helper                         | 18.17       |             |
| 23591       | Metrology Technician I                            | 26.75       |             |
| 23592       | Metrology Technician II                           | 28.28       |             |
| 23593       | Metrology Technician III                          | 29.89       |             |
| 23640       | Millwright                                        | 27.14       |             |
| 23710       | Office Appliance Repairer                         | 22.95       |             |
| 23760       | Painter, Maintenance                              | 18.74       |             |
| 23790       | Pipefitter, Maintenance                           | 26.27       |             |
| 23810       | Plumber, Maintenance                              | 24.66       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 26.75       |             |
| 23850       | Rigger                                            | 26.75       |             |
| 23870       | Scale Mechanic                                    | 23.80       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 22.65       |             |
| 23910       | Small Engine Mechanic                             | 23.02       |             |
| 23931       | Telecommunications Mechanic I                     | 30.27       |             |
| 23932       | Telecommunications Mechanic II                    | 32.01       |             |
| 23950       | Telephone Lineman                                 | 27.28       |             |
| 23960       | Welder, Combination, Maintenance                  | 21.32       |             |
| 23965       | Well Driller                                      | 25.84       |             |
| 23970       | Woodcraft Worker                                  | 26.75       |             |
| 23980       | Woodworker                                        | 20.36       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.23       |             |
| 24570       | Child Care Attendant                              | 12.34       | ***         |
| 24580       | Child Care Center Clerk                           | 15.52       | ***         |
| 24610       | Chore Aide                                        | 14.21       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.23       |             |
| 24630       | Homemaker                                         | 18.89       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 24.34       |             |
| 25040       | Sewage Plant Operator                             | 22.85       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25070       | Stationary Engineer                            | 24.34       |             |
| 25190       | Ventilation Equipment Tender                   | 16.72       | ***         |
| 25210       | Water Treatment Plant Operator                 | 22.85       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 19.68       |             |
| 27007       | Baggage Inspector                              | 16.95       | ***         |
| 27008       | Corrections Officer                            | 22.27       |             |
| 27010       | Court Security Officer                         | 20.14       |             |
| 27030       | Detection Dog Handler                          | 18.96       |             |
| 27040       | Detention Officer                              | 22.27       |             |
| 27070       | Firefighter                                    | 18.01       |             |
| 27101       | Guard I                                        | 16.95       | ***         |
| 27102       | Guard II                                       | 18.96       |             |
| 27131       | Police Officer I                               | 23.10       |             |
| 27132       | Police Officer II                              | 25.36       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 15.29       | ***         |
| 28042       | Carnival Equipment Repairer                    | 16.50       | ***         |
| 28043       | Carnival Worker                                | 11.46       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.93       |             |
| 28310       | Lifeguard                                      | 11.90       | ***         |
| 28350       | Park Attendant (Aide)                          | 20.06       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.64       | ***         |
| 28515       | Recreation Specialist                          | 24.76       |             |
| 28630       | Sports Official                                | 15.98       | ***         |
| 28690       | Swimming Pool Operator                         | 18.96       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 29.33       |             |
| 29020       | Hatch Tender                                   | 29.33       |             |
| 29030       | Line Handler                                   | 29.33       |             |
| 29041       | Stevedore I                                    | 27.18       |             |
| 29042       | Stevedore II                                   | 31.39       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99       |             |
| 30021       | Archeological Technician I                     | 20.25       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30022       | Archeological Technician II              | 22.65            |
| 30023       | Archeological Technician III             | 28.06            |
| 30030       | Cartographic Technician                  | 28.06            |
| 30040       | Civil Engineering Technician             | 27.29            |
| 30051       | Cryogenic Technician I                   | 31.08            |
| 30052       | Cryogenic Technician II                  | 34.32            |
| 30061       | Drafter/CAD Operator I                   | 20.25            |
| 30062       | Drafter/CAD Operator II                  | 22.65            |
| 30063       | Drafter/CAD Operator III                 | 25.25            |
| 30064       | Drafter/CAD Operator IV                  | 31.08            |
| 30081       | Engineering Technician I                 | 18.04            |
| 30082       | Engineering Technician II                | 20.25            |
| 30083       | Engineering Technician III               | 22.65            |
| 30084       | Engineering Technician IV                | 28.06            |
| 30085       | Engineering Technician V                 | 34.32            |
| 30086       | Engineering Technician VI                | 41.52            |
| 30090       | Environmental Technician                 | 28.06            |
| 30095       | Evidence Control Specialist              | 28.06            |
| 30210       | Laboratory Technician                    | 27.01            |
| 30221       | Latent Fingerprint Technician I          | 31.44            |
| 30222       | Latent Fingerprint Technician II         | 34.73            |
| 30240       | Mathematical Technician                  | 28.06            |
| 30361       | Paralegal/Legal Assistant I              | 22.95            |
| 30362       | Paralegal/Legal Assistant II             | 28.44            |
| 30363       | Paralegal/Legal Assistant III            | 34.77            |
| 30364       | Paralegal/Legal Assistant IV             | 42.08            |
| 30375       | Petroleum Supply Specialist              | 34.32            |
| 30390       | Photo-Optics Technician                  | 28.06            |
| 30395       | Radiation Control Technician             | 34.32            |
| 30461       | Technical Writer I                       | 28.06            |
| 30462       | Technical Writer II                      | 34.32            |
| 30463       | Technical Writer III                     | 41.52            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 29.28            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 35.43            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 42.46            |
| 30494       | Unexploded (UXO) Safety Escort           | 29.28            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 29.28            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30501       | Weather Forecaster I                                     | 31.08       |             |
| 30502       | Weather Forecaster II                                    | 37.80       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.25       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.06       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 14.47       | ***         |
| 31030       | Bus Driver                                               | 20.68       |             |
| 31043       | Driver Courier                                           | 17.69       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.87       | ***         |
| 31290       | Shuttle Bus Driver                                       | 15.30       | ***         |
| 31310       | Taxi Driver                                              | 13.35       | ***         |
| 31361       | Truckdriver, Light                                       | 19.28       |             |
| 31362       | Truckdriver, Medium                                      | 20.68       |             |
| 31363       | Truckdriver, Heavy                                       | 24.42       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.42       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.27       | ***         |
| 99030       | Cashier                                                  | 12.00       | ***         |
| 99050       | Desk Clerk                                               | 13.30       | ***         |
| 99095       | Embalmer                                                 | 29.28       |             |
| 99130       | Flight Follower                                          | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.69       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 18.01       |             |
| 99260       | Marketing Analyst                                        | 28.21       |             |
| 99310       | Mortician                                                | 29.28       |             |
| 99410       | Pest Controller                                          | 18.54       |             |
| 99510       | Photofinishing Worker                                    | 15.39       | ***         |
| 99710       | Recycling Laborer                                        | 19.86       |             |
| 99711       | Recycling Specialist                                     | 23.79       |             |
| 99730       | Refuse Collector                                         | 17.83       |             |
| 99810       | Sales Clerk                                              | 14.38       | ***         |
| 99820       | School Crossing Guard                                    | 16.07       | ***         |
| 99830       | Survey Party Chief                                       | 25.95       |             |
| 99831       | Surveying Aide                                           | 17.00       | ***         |
| 99832       | Surveying Technician                                     | 23.29       |             |
| 99840       | Vending Machine Attendant                                | 21.44       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate Note</b> |
|-------------|---------------------------------|------------------|
| 99841       | Vending Machine Repairer        | 26.64            |
| 99842       | Vending Machine Repairer Helper | 21.44            |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).



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# Wage Determination No. : 2015-5931

## REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/06/2025

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Kentucky

Area: Kentucky County of Hancock

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 16.66       | ***         |
| 01012       | Accounting Clerk II                             | 18.69       |             |
| 01013       | Accounting Clerk III                            | 20.91       |             |
| 01020       | Administrative Assistant                        | 25.20       |             |
| 01035       | Court Reporter                                  | 19.89       |             |
| 01041       | Customer Service Representative I               | 14.88       | ***         |
| 01042       | Customer Service Representative II              | 16.24       | ***         |
| 01043       | Customer Service Representative III             | 18.24       |             |
| 01051       | Data Entry Operator I                           | 15.39       | ***         |
| 01052       | Data Entry Operator II                          | 16.79       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 20.54       |             |
| 01070       | Document Preparation Clerk                      | 15.84       | ***         |
| 01090       | Duplicating Machine Operator                    | 15.84       | ***         |
| 01111       | General Clerk I                                 | 14.75       | ***         |
| 01112       | General Clerk II                                | 16.10       | ***         |
| 01113       | General Clerk III                               | 18.07       |             |
| 01120       | Housing Referral Assistant                      | 22.16       |             |
| 01141       | Messenger Courier                               | 13.98       | ***         |
| 01191       | Order Clerk I                                   | 16.39       | ***         |
| 01192       | Order Clerk II                                  | 17.89       |             |
| 01261       | Personnel Assistant (Employment) I              | 17.87       |             |
| 01262       | Personnel Assistant (Employment) II             | 19.99       |             |
| 01263       | Personnel Assistant (Employment) III            | 22.28       |             |
| 01270       | Production Control Clerk                        | 28.46       |             |
| 01290       | Rental Clerk                                    | 15.64       | ***         |
| 01300       | Scheduler, Maintenance                          | 17.78       |             |
| 01311       | Secretary I                                     | 17.78       |             |
| 01312       | Secretary II                                    | 19.89       |             |
| 01313       | Secretary III                                   | 22.16       |             |
| 01320       | Service Order Dispatcher                        | 18.36       |             |
| 01410       | Supply Technician                               | 25.20       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01420       | Survey Worker                                | 19.60       |             |
| 01460       | Switchboard Operator/Receptionist            | 14.48       | ***         |
| 01531       | Travel Clerk I                               | 15.84       | ***         |
| 01532       | Travel Clerk II                              | 17.78       |             |
| 01533       | Travel Clerk III                             | 19.59       |             |
| 01611       | Word Processor I                             | 15.84       | ***         |
| 01612       | Word Processor II                            | 17.78       |             |
| 01613       | Word Processor III                           | 19.89       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 20.88       |             |
| 05010       | Automotive Electrician                       | 19.62       |             |
| 05040       | Automotive Glass Installer                   | 18.50       |             |
| 05070       | Automotive Worker                            | 18.50       |             |
| 05110       | Mobile Equipment Servicer                    | 16.28       | ***         |
| 05130       | Motor Equipment Metal Mechanic               | 20.73       |             |
| 05160       | Motor Equipment Metal Worker                 | 18.50       |             |
| 05190       | Motor Vehicle Mechanic                       | 20.73       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 15.18       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 17.39       | ***         |
| 05280       | Motor Vehicle Wrecker                        | 18.50       |             |
| 05310       | Painter, Automotive                          | 19.62       |             |
| 05340       | Radiator Repair Specialist                   | 18.50       |             |
| 05370       | Tire Repairer                                | 15.73       | ***         |
| 05400       | Transmission Repair Specialist               | 20.73       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 20.14       |             |
| 07041       | Cook I                                       | 13.82       | ***         |
| 07042       | Cook II                                      | 15.70       | ***         |
| 07070       | Dishwasher                                   | 12.72       | ***         |
| 07130       | Food Service Worker                          | 12.94       | ***         |
| 07210       | Meat Cutter                                  | 16.67       | ***         |
| 07260       | Waiter/Waitress                              | 10.42       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.64       |             |
| 09040       | Furniture Handler                            | 14.96       | ***         |
| 09080       | Furniture Refinisher                         | 22.64       |             |
| 09090       | Furniture Refinisher Helper                  | 17.51       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 09110       | Furniture Repairer, Minor                  | 20.07       |             |
| 09130       | Upholsterer                                | 22.64       |             |
| 11000       | General Services And Support Occupations   |             |             |
| 11030       | Cleaner, Vehicles                          | 15.95       | ***         |
| 11060       | Elevator Operator                          | 14.27       | ***         |
| 11090       | Gardener                                   | 19.05       |             |
| 11122       | Housekeeping Aide                          | 14.27       | ***         |
| 11150       | Janitor                                    | 14.27       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 15.17       | ***         |
| 11240       | Maid or Houseman                           | 13.26       | ***         |
| 11260       | Pruner                                     | 13.91       | ***         |
| 11270       | Tractor Operator                           | 17.77       |             |
| 11330       | Trail Maintenance Worker                   | 15.17       | ***         |
| 11360       | Window Cleaner                             | 15.61       | ***         |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 16.56       | ***         |
| 12011       | Breath Alcohol Technician                  | 24.64       |             |
| 12012       | Certified Occupational Therapist Assistant | 31.63       |             |
| 12015       | Certified Physical Therapist Assistant     | 31.46       |             |
| 12020       | Dental Assistant                           | 18.15       |             |
| 12025       | Dental Hygienist                           | 35.35       |             |
| 12030       | EKG Technician                             | 34.93       |             |
| 12035       | Electroneurodiagnostic Technologist        | 34.93       |             |
| 12040       | Emergency Medical Technician               | 16.56       | ***         |
| 12071       | Licensed Practical Nurse I                 | 22.03       |             |
| 12072       | Licensed Practical Nurse II                | 24.64       |             |
| 12073       | Licensed Practical Nurse III               | 27.46       |             |
| 12100       | Medical Assistant                          | 17.20       | ***         |
| 12130       | Medical Laboratory Technician              | 28.90       |             |
| 12160       | Medical Record Clerk                       | 18.42       |             |
| 12190       | Medical Record Technician                  | 20.60       |             |
| 12195       | Medical Transcriptionist                   | 20.61       |             |
| 12210       | Nuclear Medicine Technologist              | 54.14       |             |
| 12221       | Nursing Assistant I                        | 14.06       | ***         |
| 12222       | Nursing Assistant II                       | 15.82       | ***         |
| 12223       | Nursing Assistant III                      | 17.26       | ***         |
| 12224       | Nursing Assistant IV                       | 19.37       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate Note</b> |
|-------------|------------------------------------------------------|------------------|
| 12235       | Optical Dispenser                                    | 19.85            |
| 12236       | Optical Technician                                   | 22.03            |
| 12250       | Pharmacy Technician                                  | 17.86            |
| 12280       | Phlebotomist                                         | 17.73 ***        |
| 12305       | Radiologic Technologist                              | 30.95            |
| 12311       | Registered Nurse I                                   | 27.90            |
| 12312       | Registered Nurse II                                  | 34.11            |
| 12313       | Registered Nurse II, Specialist                      | 34.11            |
| 12314       | Registered Nurse III                                 | 41.27            |
| 12315       | Registered Nurse III, Anesthetist                    | 41.27            |
| 12316       | Registered Nurse IV                                  | 49.48            |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 30.52            |
| 12320       | Substance Abuse Treatment Counselor                  | 25.91            |
| 13000       | Information And Arts Occupations                     |                  |
| 13011       | Exhibits Specialist I                                | 23.19            |
| 13012       | Exhibits Specialist II                               | 28.73            |
| 13013       | Exhibits Specialist III                              | 35.15            |
| 13041       | Illustrator I                                        | 23.19            |
| 13042       | Illustrator II                                       | 28.73            |
| 13043       | Illustrator III                                      | 35.15            |
| 13047       | Librarian                                            | 31.82            |
| 13050       | Library Aide/Clerk                                   | 14.10 ***        |
| 13054       | Library Information Technology Systems Administrator | 28.73            |
| 13058       | Library Technician                                   | 21.02            |
| 13061       | Media Specialist I                                   | 20.73            |
| 13062       | Media Specialist II                                  | 23.19            |
| 13063       | Media Specialist III                                 | 25.86            |
| 13071       | Photographer I                                       | 20.73            |
| 13072       | Photographer II                                      | 23.19            |
| 13073       | Photographer III                                     | 28.73            |
| 13074       | Photographer IV                                      | 35.15            |
| 13075       | Photographer V                                       | 42.52            |
| 13090       | Technical Order Library Clerk                        | 17.74 ***        |
| 13110       | Video Teleconference Technician                      | 20.73            |
| 14000       | Information Technology Occupations                   |                  |
| 14041       | Computer Operator I                                  | 16.52 ***        |
| 14042       | Computer Operator II                                 | 18.48            |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14043       | Computer Operator III                                   | 20.59       |             |
| 14044       | Computer Operator IV                                    | 22.89       |             |
| 14045       | Computer Operator V                                     | 25.35       |             |
| 14071       | Computer Programmer I                                   | 22.45       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 16.52       | ***         |
| 14160       | Personal Computer Support Technician                    | 22.89       |             |
| 14170       | System Support Specialist                               | 25.35       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 34.05       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.19       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 49.37       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 34.05       |             |
| 15060       | Educational Technologist                                | 36.92       |             |
| 15070       | Flight Instructor (Pilot)                               | 49.37       |             |
| 15080       | Graphic Artist                                          | 23.46       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 49.37       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.37       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.37       |             |
| 15090       | Technical Instructor                                    | 25.67       |             |
| 15095       | Technical Instructor/Course Developer                   | 31.39       |             |
| 15110       | Test Proctor                                            | 20.71       |             |
| 15120       | Tutor                                                   | 20.71       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.76       | ***         |
| 16030       | Counter Attendant                                       | 11.76       | ***         |
| 16040       | Dry Cleaner                                             | 14.82       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.76       | ***         |
| 16090       | Presser, Hand                                           | 11.76       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.76       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.76       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.76       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16190       | Sewing Machine Operator                           | 15.73       | ***         |
| 16220       | Tailor                                            | 16.59       | ***         |
| 16250       | Washer, Machine                                   | 12.86       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 24.44       |             |
| 19040       | Tool And Die Maker                                | 29.48       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 21.69       |             |
| 21030       | Material Coordinator                              | 28.46       |             |
| 21040       | Material Expediter                                | 28.46       |             |
| 21050       | Material Handling Laborer                         | 18.01       |             |
| 21071       | Order Filler                                      | 14.93       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 21.69       |             |
| 21110       | Shipping Packer                                   | 20.64       |             |
| 21130       | Shipping/Receiving Clerk                          | 20.64       |             |
| 21140       | Store Worker I                                    | 16.30       | ***         |
| 21150       | Stock Clerk                                       | 21.39       |             |
| 21210       | Tools And Parts Attendant                         | 21.69       |             |
| 21410       | Warehouse Specialist                              | 21.69       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 30.32       |             |
| 23019       | Aircraft Logs and Records Technician              | 24.20       |             |
| 23021       | Aircraft Mechanic I                               | 28.86       |             |
| 23022       | Aircraft Mechanic II                              | 30.32       |             |
| 23023       | Aircraft Mechanic III                             | 31.80       |             |
| 23040       | Aircraft Mechanic Helper                          | 21.13       |             |
| 23050       | Aircraft, Painter                                 | 27.31       |             |
| 23060       | Aircraft Servicer                                 | 24.20       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 27.31       |             |
| 23080       | Aircraft Worker                                   | 25.76       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 25.76       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 28.86       |             |
| 23110       | Appliance Mechanic                                | 27.31       |             |
| 23120       | Bicycle Repairer                                  | 22.65       |             |
| 23125       | Cable Splicer                                     | 38.12       |             |
| 23130       | Carpenter, Maintenance                            | 24.42       |             |
| 23140       | Carpet Layer                                      | 25.76       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23160       | Electrician, Maintenance                                               | 27.40       |             |
| 23181       | Electronics Technician Maintenance I                                   | 32.16       |             |
| 23182       | Electronics Technician Maintenance II                                  | 33.91       |             |
| 23183       | Electronics Technician Maintenance III                                 | 35.82       |             |
| 23260       | Fabric Worker                                                          | 24.20       |             |
| 23290       | Fire Alarm System Mechanic                                             | 28.86       |             |
| 23310       | Fire Extinguisher Repairer                                             | 22.65       |             |
| 23311       | Fuel Distribution System Mechanic                                      | 30.78       |             |
| 23312       | Fuel Distribution System Operator                                      | 24.82       |             |
| 23370       | General Maintenance Worker                                             | 22.14       |             |
| 23380       | Ground Support Equipment Mechanic                                      | 28.86       |             |
| 23381       | Ground Support Equipment Servicer                                      | 24.20       |             |
| 23382       | Ground Support Equipment Worker                                        | 25.76       |             |
| 23391       | Gunsmith I                                                             | 22.65       |             |
| 23392       | Gunsmith II                                                            | 25.76       |             |
| 23393       | Gunsmith III                                                           | 28.86       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 28.39       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 29.81       |             |
| 23430       | Heavy Equipment Mechanic                                               | 27.70       |             |
| 23440       | Heavy Equipment Operator                                               | 27.26       |             |
| 23460       | Instrument Mechanic                                                    | 28.86       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 27.31       |             |
| 23470       | Laborer                                                                | 18.01       |             |
| 23510       | Locksmith                                                              | 27.31       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 33.36       |             |
| 23550       | Machinist, Maintenance                                                 | 25.66       |             |
| 23580       | Maintenance Trades Helper                                              | 17.02       | ***         |
| 23591       | Metrology Technician I                                                 | 28.86       |             |
| 23592       | Metrology Technician II                                                | 30.32       |             |
| 23593       | Metrology Technician III                                               | 31.80       |             |
| 23640       | Millwright                                                             | 29.28       |             |
| 23710       | Office Appliance Repairer                                              | 27.31       |             |
| 23760       | Painter, Maintenance                                                   | 21.14       |             |
| 23790       | Pipefitter, Maintenance                                                | 34.18       |             |
| 23810       | Plumber, Maintenance                                                   | 32.35       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 28.86       |             |
| 23850       | Rigger                                                                 | 28.86       |             |



| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23870                                         | Scale Mechanic                                    | 25.76       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 29.69       |             |
| 23910                                         | Small Engine Mechanic                             | 25.76       |             |
| 23931                                         | Telecommunications Mechanic I                     | 31.75       |             |
| 23932                                         | Telecommunications Mechanic II                    | 33.35       |             |
| 23950                                         | Telephone Lineman                                 | 26.78       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 22.62       |             |
| 23965                                         | Well Driller                                      | 28.86       |             |
| 23970                                         | Woodcraft Worker                                  | 28.86       |             |
| 23980                                         | Woodworker                                        | 22.65       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 16.47       | ***         |
| 24570                                         | Child Care Attendant                              | 13.04       | ***         |
| 24580                                         | Child Care Center Clerk                           | 16.25       | ***         |
| 24610                                         | Chore Aide                                        | 16.92       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 16.47       | ***         |
| 24630                                         | Homemaker                                         | 16.47       | ***         |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 30.77       |             |
| 25040                                         | Sewage Plant Operator                             | 29.12       |             |
| 25070                                         | Stationary Engineer                               | 30.77       |             |
| 25190                                         | Ventilation Equipment Tender                      | 22.53       |             |
| 25210                                         | Water Treatment Plant Operator                    | 29.12       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 18.91       |             |
| 27007                                         | Baggage Inspector                                 | 15.42       | ***         |
| 27008                                         | Corrections Officer                               | 20.81       |             |
| 27010                                         | Court Security Officer                            | 22.13       |             |
| 27030                                         | Detection Dog Handler                             | 17.25       | ***         |
| 27040                                         | Detention Officer                                 | 20.81       |             |
| 27070                                         | Firefighter                                       | 21.99       |             |
| 27101                                         | Guard I                                           | 15.42       | ***         |
| 27102                                         | Guard II                                          | 17.25       | ***         |
| 27131                                         | Police Officer I                                  | 22.50       |             |
| 27132                                         | Police Officer II                                 | 25.01       |             |
| 28000 Recreation Occupations                  |                                                   |             |             |
| 28041                                         | Carnival Equipment Operator                       | 13.71       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 28042       | Carnival Equipment Repairer                    | 14.67       | ***         |
| 28043       | Carnival Worker                                | 10.72       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 14.38       | ***         |
| 28310       | Lifeguard                                      | 11.74       | ***         |
| 28350       | Park Attendant (Aide)                          | 16.07       | ***         |
| 28510       | Recreation Aide/Health Facility Attendant      | 11.74       | ***         |
| 28515       | Recreation Specialist                          | 19.92       |             |
| 28630       | Sports Official                                | 12.80       | ***         |
| 28690       | Swimming Pool Operator                         | 22.37       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 29.51       |             |
| 29020       | Hatch Tender                                   | 29.51       |             |
| 29030       | Line Handler                                   | 29.51       |             |
| 29041       | Stevedore I                                    | 27.75       |             |
| 29042       | Stevedore II                                   | 31.11       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99       |             |
| 30021       | Archeological Technician I                     | 19.45       |             |
| 30022       | Archeological Technician II                    | 21.76       |             |
| 30023       | Archeological Technician III                   | 26.96       |             |
| 30030       | Cartographic Technician                        | 26.96       |             |
| 30040       | Civil Engineering Technician                   | 25.66       |             |
| 30051       | Cryogenic Technician I                         | 29.86       |             |
| 30052       | Cryogenic Technician II                        | 32.98       |             |
| 30061       | Drafter/CAD Operator I                         | 19.45       |             |
| 30062       | Drafter/CAD Operator II                        | 21.76       |             |
| 30063       | Drafter/CAD Operator III                       | 24.27       |             |
| 30064       | Drafter/CAD Operator IV                        | 29.86       |             |
| 30081       | Engineering Technician I                       | 18.36       |             |
| 30082       | Engineering Technician II                      | 20.60       |             |
| 30083       | Engineering Technician III                     | 23.05       |             |
| 30084       | Engineering Technician IV                      | 28.54       |             |
| 30085       | Engineering Technician V                       | 34.91       |             |
| 30086       | Engineering Technician VI                      | 42.24       |             |
| 30090       | Environmental Technician                       | 26.96       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30095       | Evidence Control Specialist                              | 26.96       |             |
| 30210       | Laboratory Technician                                    | 28.18       |             |
| 30221       | Latent Fingerprint Technician I                          | 29.86       |             |
| 30222       | Latent Fingerprint Technician II                         | 32.98       |             |
| 30240       | Mathematical Technician                                  | 26.96       |             |
| 30361       | Paralegal/Legal Assistant I                              | 22.53       |             |
| 30362       | Paralegal/Legal Assistant II                             | 27.91       |             |
| 30363       | Paralegal/Legal Assistant III                            | 34.13       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 41.29       |             |
| 30375       | Petroleum Supply Specialist                              | 32.98       |             |
| 30390       | Photo-Optics Technician                                  | 26.96       |             |
| 30395       | Radiation Control Technician                             | 32.98       |             |
| 30461       | Technical Writer I                                       | 26.96       |             |
| 30462       | Technical Writer II                                      | 32.98       |             |
| 30463       | Technical Writer III                                     | 39.90       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28       |             |
| 30501       | Weather Forecaster I                                     | 29.86       |             |
| 30502       | Weather Forecaster II                                    | 36.32       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 24.27       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.96       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 14.21       | ***         |
| 31030       | Bus Driver                                               | 19.07       |             |
| 31043       | Driver Courier                                           | 18.19       |             |
| 31260       | Parking and Lot Attendant                                | 14.24       | ***         |
| 31290       | Shuttle Bus Driver                                       | 14.98       | ***         |
| 31310       | Taxi Driver                                              | 17.22       | ***         |
| 31361       | Truckdriver, Light                                       | 19.51       |             |
| 31362       | Truckdriver, Medium                                      | 20.84       |             |
| 31363       | Truckdriver, Heavy                                       | 24.03       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.03       |             |
| 99000       | Miscellaneous Occupations                                |             |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99020       | Cabin Safety Specialist         | 17.27       | ***         |
| 99030       | Cashier                         | 11.54       | ***         |
| 99050       | Desk Clerk                      | 12.24       | ***         |
| 99095       | Embalmer                        | 28.73       |             |
| 99130       | Flight Follower                 | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I   | 22.77       |             |
| 99252       | Laboratory Animal Caretaker II  | 24.31       |             |
| 99260       | Marketing Analyst               | 27.46       |             |
| 99310       | Mortician                       | 28.73       |             |
| 99410       | Pest Controller                 | 26.11       |             |
| 99510       | Photofinishing Worker           | 15.39       | ***         |
| 99710       | Recycling Laborer               | 20.00       |             |
| 99711       | Recycling Specialist            | 23.42       |             |
| 99730       | Refuse Collector                | 18.34       |             |
| 99810       | Sales Clerk                     | 13.95       | ***         |
| 99820       | School Crossing Guard           | 18.03       |             |
| 99830       | Survey Party Chief              | 22.95       |             |
| 99831       | Surveying Aide                  | 13.63       | ***         |
| 99832       | Surveying Technician            | 20.86       |             |
| 99840       | Vending Machine Attendant       | 23.06       |             |
| 99841       | Vending Machine Repairer        | 28.00       |             |
| 99842       | Vending Machine Repairer Helper | 23.06       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5933**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1



Date Of Last Revision : 05/06/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Kentucky

Area: Kentucky County of Henderson

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

## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 16.63 | ***  |
| 01012 | Accounting Clerk II                             | 18.67 |      |
| 01013 | Accounting Clerk III                            | 20.88 |      |
| 01020 | Administrative Assistant                        | 27.53 |      |
| 01035 | Court Reporter                                  | 27.35 |      |
| 01041 | Customer Service Representative I               | 14.81 | ***  |
| 01042 | Customer Service Representative II              | 16.16 | ***  |
| 01043 | Customer Service Representative III             | 18.13 |      |
| 01051 | Data Entry Operator I                           | 15.90 | ***  |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01052       | Data Entry Operator II               | 17.35       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 20.81       |             |
| 01070       | Document Preparation Clerk           | 16.59       | ***         |
| 01090       | Duplicating Machine Operator         | 16.59       | ***         |
| 01111       | General Clerk I                      | 14.98       | ***         |
| 01112       | General Clerk II                     | 16.34       | ***         |
| 01113       | General Clerk III                    | 18.34       |             |
| 01120       | Housing Referral Assistant           | 22.57       |             |
| 01141       | Messenger Courier                    | 16.53       | ***         |
| 01191       | Order Clerk I                        | 17.28       | ***         |
| 01192       | Order Clerk II                       | 18.85       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.00       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.13       |             |
| 01263       | Personnel Assistant (Employment) III | 22.44       |             |
| 01270       | Production Control Clerk             | 30.44       |             |
| 01290       | Rental Clerk                         | 16.83       | ***         |
| 01300       | Scheduler, Maintenance               | 18.09       |             |
| 01311       | Secretary I                          | 18.09       |             |
| 01312       | Secretary II                         | 20.23       |             |
| 01313       | Secretary III                        | 22.57       |             |
| 01320       | Service Order Dispatcher             | 18.70       |             |
| 01410       | Supply Technician                    | 27.53       |             |
| 01420       | Survey Worker                        | 17.80       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.39       | ***         |
| 01531       | Travel Clerk I                       | 17.33       | ***         |
| 01532       | Travel Clerk II                      | 18.19       |             |
| 01533       | Travel Clerk III                     | 20.23       |             |
| 01611       | Word Processor I                     | 16.12       | ***         |
| 01612       | Word Processor II                    | 18.09       |             |
| 01613       | Word Processor III                   | 20.23       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.05       |             |
| 05010       | Automotive Electrician               | 21.38       |             |
| 05040       | Automotive Glass Installer           | 20.16       |             |
| 05070       | Automotive Worker                    | 20.16       |             |
| 05110       | Mobile Equipment Servicer            | 17.74       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 22.59       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05160       | Motor Equipment Metal Worker                 | 20.16       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.59       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.54       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 18.95       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.16       |             |
| 05310       | Painter, Automotive                          | 21.38       |             |
| 05340       | Radiator Repair Specialist                   | 20.16       |             |
| 05370       | Tire Repairer                                | 14.63       | ***         |
| 05400       | Transmission Repair Specialist               | 22.59       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 16.82       | ***         |
| 07041       | Cook I                                       | 14.97       | ***         |
| 07042       | Cook II                                      | 17.01       | ***         |
| 07070       | Dishwasher                                   | 12.73       | ***         |
| 07130       | Food Service Worker                          | 13.57       | ***         |
| 07210       | Meat Cutter                                  | 16.69       | ***         |
| 07260       | Waiter/Waitress                              | 10.80       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.78       |             |
| 09040       | Furniture Handler                            | 14.27       | ***         |
| 09080       | Furniture Refinisher                         | 20.78       |             |
| 09090       | Furniture Refinisher Helper                  | 16.64       | ***         |
| 09110       | Furniture Repairer, Minor                    | 18.76       |             |
| 09130       | Upholsterer                                  | 20.78       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.94       | ***         |
| 11060       | Elevator Operator                            | 14.59       | ***         |
| 11090       | Gardener                                     | 20.82       |             |
| 11122       | Housekeeping Aide                            | 14.59       | ***         |
| 11150       | Janitor                                      | 14.59       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.58       | ***         |
| 11240       | Maid or Houseman                             | 13.72       | ***         |
| 11260       | Pruner                                       | 15.20       | ***         |
| 11270       | Tractor Operator                             | 19.42       |             |
| 11330       | Trail Maintenance Worker                     | 16.58       | ***         |
| 11360       | Window Cleaner                               | 15.91       | ***         |
| 12000       | Health Occupations                           |             |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 12010       | Ambulance Driver                           | 17.95       |             |
| 12011       | Breath Alcohol Technician                  | 25.68       |             |
| 12012       | Certified Occupational Therapist Assistant | 31.60       |             |
| 12015       | Certified Physical Therapist Assistant     | 29.33       |             |
| 12020       | Dental Assistant                           | 21.67       |             |
| 12025       | Dental Hygienist                           | 37.32       |             |
| 12030       | EKG Technician                             | 28.99       |             |
| 12035       | Electroneurodiagnostic Technologist        | 28.99       |             |
| 12040       | Emergency Medical Technician               | 17.95       |             |
| 12071       | Licensed Practical Nurse I                 | 22.96       |             |
| 12072       | Licensed Practical Nurse II                | 25.68       |             |
| 12073       | Licensed Practical Nurse III               | 28.64       |             |
| 12100       | Medical Assistant                          | 18.05       |             |
| 12130       | Medical Laboratory Technician              | 26.04       |             |
| 12160       | Medical Record Clerk                       | 20.20       |             |
| 12190       | Medical Record Technician                  | 22.59       |             |
| 12195       | Medical Transcriptionist                   | 18.91       |             |
| 12210       | Nuclear Medicine Technologist              | 56.44       |             |
| 12221       | Nursing Assistant I                        | 13.72       | ***         |
| 12222       | Nursing Assistant II                       | 15.42       | ***         |
| 12223       | Nursing Assistant III                      | 16.83       | ***         |
| 12224       | Nursing Assistant IV                       | 18.90       |             |
| 12235       | Optical Dispenser                          | 18.73       |             |
| 12236       | Optical Technician                         | 22.96       |             |
| 12250       | Pharmacy Technician                        | 17.79       |             |
| 12280       | Phlebotomist                               | 17.73       | ***         |
| 12305       | Radiologic Technologist                    | 30.59       |             |
| 12311       | Registered Nurse I                         | 26.85       |             |
| 12312       | Registered Nurse II                        | 32.83       |             |
| 12313       | Registered Nurse II, Specialist            | 32.83       |             |
| 12314       | Registered Nurse III                       | 39.72       |             |
| 12315       | Registered Nurse III, Anesthetist          | 39.72       |             |
| 12316       | Registered Nurse IV                        | 47.62       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 31.82       |             |
| 12320       | Substance Abuse Treatment Counselor        | 23.38       |             |
| 13000       | Information And Arts Occupations           |             |             |
| 13011       | Exhibits Specialist I                      | 21.32       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13012       | Exhibits Specialist II                               | 26.41       |             |
| 13013       | Exhibits Specialist III                              | 32.30       |             |
| 13041       | Illustrator I                                        | 21.32       |             |
| 13042       | Illustrator II                                       | 26.41       |             |
| 13043       | Illustrator III                                      | 32.30       |             |
| 13047       | Librarian                                            | 29.25       |             |
| 13050       | Library Aide/Clerk                                   | 15.13       | ***         |
| 13054       | Library Information Technology Systems Administrator | 26.41       |             |
| 13058       | Library Technician                                   | 16.16       | ***         |
| 13061       | Media Specialist I                                   | 19.05       |             |
| 13062       | Media Specialist II                                  | 21.32       |             |
| 13063       | Media Specialist III                                 | 23.77       |             |
| 13071       | Photographer I                                       | 18.61       |             |
| 13072       | Photographer II                                      | 20.81       |             |
| 13073       | Photographer III                                     | 25.78       |             |
| 13074       | Photographer IV                                      | 31.55       |             |
| 13075       | Photographer V                                       | 36.85       |             |
| 13090       | Technical Order Library Clerk                        | 19.16       |             |
| 13110       | Video Teleconference Technician                      | 18.26       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 18.84       |             |
| 14042       | Computer Operator II                                 | 21.08       |             |
| 14043       | Computer Operator III                                | 23.50       |             |
| 14044       | Computer Operator IV                                 | 26.12       |             |
| 14045       | Computer Operator V                                  | 28.92       |             |
| 14071       | Computer Programmer I                                | 23.66       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 18.84       |             |
| 14160       | Personal Computer Support Technician                 | 26.12       |             |
| 14170       | System Support Specialist                            | 29.88       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 33.01       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15020       | Aircrew Training Devices Instructor (Rated)             | 39.94       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 47.88       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.01       |             |
| 15060       | Educational Technologist                                | 32.81       |             |
| 15070       | Flight Instructor (Pilot)                               | 47.88       |             |
| 15080       | Graphic Artist                                          | 21.61       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 47.88       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 47.88       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 47.88       |             |
| 15090       | Technical Instructor                                    | 23.94       |             |
| 15095       | Technical Instructor/Course Developer                   | 29.29       |             |
| 15110       | Test Proctor                                            | 19.32       |             |
| 15120       | Tutor                                                   | 19.32       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 11.76       | ***         |
| 16030       | Counter Attendant                                       | 11.76       | ***         |
| 16040       | Dry Cleaner                                             | 14.82       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 11.76       | ***         |
| 16090       | Presser, Hand                                           | 11.76       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 11.76       | ***         |
| 16130       | Presser, Machine, Shirts                                | 11.76       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 11.76       | ***         |
| 16190       | Sewing Machine Operator                                 | 15.73       | ***         |
| 16220       | Tailor                                                  | 16.59       | ***         |
| 16250       | Washer, Machine                                         | 12.86       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 24.44       |             |
| 19040       | Tool And Die Maker                                      | 29.51       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 19.43       |             |
| 21030       | Material Coordinator                                    | 30.44       |             |
| 21040       | Material Expediter                                      | 30.44       |             |
| 21050       | Material Handling Laborer                               | 18.01       |             |
| 21071       | Order Filler                                            | 15.36       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 19.43       |             |
| 21110       | Shipping Packer                                         | 18.18       |             |
| 21130       | Shipping/Receiving Clerk                                | 18.18       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21140       | Store Worker I                                    | 16.30 ***        |
| 21150       | Stock Clerk                                       | 21.39            |
| 21210       | Tools And Parts Attendant                         | 19.43            |
| 21410       | Warehouse Specialist                              | 19.43            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 30.62            |
| 23019       | Aircraft Logs and Records Technician              | 24.46            |
| 23021       | Aircraft Mechanic I                               | 29.15            |
| 23022       | Aircraft Mechanic II                              | 30.62            |
| 23023       | Aircraft Mechanic III                             | 32.12            |
| 23040       | Aircraft Mechanic Helper                          | 21.35            |
| 23050       | Aircraft, Painter                                 | 27.59            |
| 23060       | Aircraft Servicer                                 | 24.46            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 27.59            |
| 23080       | Aircraft Worker                                   | 26.01            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 26.01            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 29.15            |
| 23110       | Appliance Mechanic                                | 24.59            |
| 23120       | Bicycle Repairer                                  | 22.89            |
| 23125       | Cable Splicer                                     | 40.33            |
| 23130       | Carpenter, Maintenance                            | 29.26            |
| 23140       | Carpet Layer                                      | 24.92            |
| 23160       | Electrician, Maintenance                          | 36.03            |
| 23181       | Electronics Technician Maintenance I              | 26.72            |
| 23182       | Electronics Technician Maintenance II             | 28.34            |
| 23183       | Electronics Technician Maintenance III            | 29.94            |
| 23260       | Fabric Worker                                     | 24.46            |
| 23290       | Fire Alarm System Mechanic                        | 24.57            |
| 23310       | Fire Extinguisher Repairer                        | 22.89            |
| 23311       | Fuel Distribution System Mechanic                 | 26.41            |
| 23312       | Fuel Distribution System Operator                 | 21.26            |
| 23370       | General Maintenance Worker                        | 22.90            |
| 23380       | Ground Support Equipment Mechanic                 | 29.15            |
| 23381       | Ground Support Equipment Servicer                 | 24.46            |
| 23382       | Ground Support Equipment Worker                   | 26.01            |
| 23391       | Gunsmith I                                        | 22.89            |
| 23392       | Gunsmith II                                       | 26.01            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------------------------|-------------|-------------|
| 23393       | Gunsmith III                                                           | 29.15       |             |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 28.39       |             |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 29.81       |             |
| 23430       | Heavy Equipment Mechanic                                               | 29.38       |             |
| 23440       | Heavy Equipment Operator                                               | 32.61       |             |
| 23460       | Instrument Mechanic                                                    | 29.15       |             |
| 23465       | Laboratory/Shelter Mechanic                                            | 27.59       |             |
| 23470       | Laborer                                                                | 18.01       |             |
| 23510       | Locksmith                                                              | 27.59       |             |
| 23530       | Machinery Maintenance Mechanic                                         | 31.19       |             |
| 23550       | Machinist, Maintenance                                                 | 23.75       |             |
| 23580       | Maintenance Trades Helper                                              | 17.18       | ***         |
| 23591       | Metrology Technician I                                                 | 29.15       |             |
| 23592       | Metrology Technician II                                                | 30.62       |             |
| 23593       | Metrology Technician III                                               | 32.12       |             |
| 23640       | Millwright                                                             | 32.44       |             |
| 23710       | Office Appliance Repairer                                              | 22.13       |             |
| 23760       | Painter, Maintenance                                                   | 22.24       |             |
| 23790       | Pipefitter, Maintenance                                                | 35.50       |             |
| 23810       | Plumber, Maintenance                                                   | 33.60       |             |
| 23820       | Pneudraulic Systems Mechanic                                           | 29.15       |             |
| 23850       | Rigger                                                                 | 29.15       |             |
| 23870       | Scale Mechanic                                                         | 26.01       |             |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 29.55       |             |
| 23910       | Small Engine Mechanic                                                  | 22.83       |             |
| 23931       | Telecommunications Mechanic I                                          | 30.82       |             |
| 23932       | Telecommunications Mechanic II                                         | 32.37       |             |
| 23950       | Telephone Lineman                                                      | 26.78       |             |
| 23960       | Welder, Combination, Maintenance                                       | 23.61       |             |
| 23965       | Well Driller                                                           | 29.15       |             |
| 23970       | Woodcraft Worker                                                       | 29.15       |             |
| 23980       | Woodworker                                                             | 22.89       |             |
| 24000       | Personal Needs Occupations                                             |             |             |
| 24550       | Case Manager                                                           | 18.46       |             |
| 24570       | Child Care Attendant                                                   | 12.10       | ***         |
| 24580       | Child Care Center Clerk                                                | 15.08       | ***         |
| 24610       | Chore Aide                                                             | 15.50       | ***         |



| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 24620       | Family Readiness And Support Services Coordinator | 18.46       |             |
| 24630       | Homemaker                                         | 18.46       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 25.58       |             |
| 25040       | Sewage Plant Operator                             | 24.10       |             |
| 25070       | Stationary Engineer                               | 25.58       |             |
| 25190       | Ventilation Equipment Tender                      | 18.72       |             |
| 25210       | Water Treatment Plant Operator                    | 24.10       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 23.25       |             |
| 27007       | Baggage Inspector                                 | 16.50       | ***         |
| 27008       | Corrections Officer                               | 21.37       |             |
| 27010       | Court Security Officer                            | 25.33       |             |
| 27030       | Detection Dog Handler                             | 18.46       |             |
| 27040       | Detention Officer                                 | 21.37       |             |
| 27070       | Firefighter                                       | 29.54       |             |
| 27101       | Guard I                                           | 16.50       | ***         |
| 27102       | Guard II                                          | 18.46       |             |
| 27131       | Police Officer I                                  | 27.36       |             |
| 27132       | Police Officer II                                 | 30.40       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 14.69       | ***         |
| 28042       | Carnival Equipment Repairer                       | 15.75       | ***         |
| 28043       | Carnival Worker                                   | 11.50       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 17.89       |             |
| 28310       | Lifeguard                                         | 12.52       | ***         |
| 28350       | Park Attendant (Aide)                             | 20.01       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 14.61       | ***         |
| 28515       | Recreation Specialist                             | 24.79       |             |
| 28630       | Sports Official                                   | 15.94       | ***         |
| 28690       | Swimming Pool Operator                            | 17.90       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services    |             |             |
| 29010       | Blocker And Bracer                                | 29.51       |             |
| 29020       | Hatch Tender                                      | 29.51       |             |
| 29030       | Line Handler                                      | 29.51       |             |
| 29041       | Stevedore I                                       | 27.75       |             |
| 29042       | Stevedore II                                      | 31.11       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99            |
| 30021       | Archeological Technician I                     | 22.49            |
| 30022       | Archeological Technician II                    | 25.15            |
| 30023       | Archeological Technician III                   | 31.16            |
| 30030       | Cartographic Technician                        | 31.16            |
| 30040       | Civil Engineering Technician                   | 27.31            |
| 30051       | Cryogenic Technician I                         | 34.51            |
| 30052       | Cryogenic Technician II                        | 38.12            |
| 30061       | Drafter/CAD Operator I                         | 22.49            |
| 30062       | Drafter/CAD Operator II                        | 25.15            |
| 30063       | Drafter/CAD Operator III                       | 28.04            |
| 30064       | Drafter/CAD Operator IV                        | 34.51            |
| 30081       | Engineering Technician I                       | 18.36            |
| 30082       | Engineering Technician II                      | 20.60            |
| 30083       | Engineering Technician III                     | 23.05            |
| 30084       | Engineering Technician IV                      | 28.54            |
| 30085       | Engineering Technician V                       | 34.91            |
| 30086       | Engineering Technician VI                      | 42.24            |
| 30090       | Environmental Technician                       | 28.84            |
| 30095       | Evidence Control Specialist                    | 31.16            |
| 30210       | Laboratory Technician                          | 28.52            |
| 30221       | Latent Fingerprint Technician I                | 34.51            |
| 30222       | Latent Fingerprint Technician II               | 38.12            |
| 30240       | Mathematical Technician                        | 28.72            |
| 30361       | Paralegal/Legal Assistant I                    | 22.53            |
| 30362       | Paralegal/Legal Assistant II                   | 27.91            |
| 30363       | Paralegal/Legal Assistant III                  | 34.13            |
| 30364       | Paralegal/Legal Assistant IV                   | 41.29            |
| 30375       | Petroleum Supply Specialist                    | 38.12            |
| 30390       | Photo-Optics Technician                        | 31.16            |
| 30395       | Radiation Control Technician                   | 38.12            |
| 30461       | Technical Writer I                             | 31.16            |
| 30462       | Technical Writer II                            | 38.12            |
| 30463       | Technical Writer III                           | 46.13            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28       |             |
| 30501       | Weather Forecaster I                                     | 34.51       |             |
| 30502       | Weather Forecaster II                                    | 41.99       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 28.04       | see 2       |
| 30621       | Weather Observer, Senior                                 | 31.16       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 17.63       | ***         |
| 31030       | Bus Driver                                               | 23.65       |             |
| 31043       | Driver Courier                                           | 16.81       | ***         |
| 31260       | Parking and Lot Attendant                                | 12.96       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.10       | ***         |
| 31310       | Taxi Driver                                              | 13.33       | ***         |
| 31361       | Truckdriver, Light                                       | 18.03       |             |
| 31362       | Truckdriver, Medium                                      | 19.26       |             |
| 31363       | Truckdriver, Heavy                                       | 24.03       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.03       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.27       | ***         |
| 99030       | Cashier                                                  | 12.89       | ***         |
| 99050       | Desk Clerk                                               | 13.63       | ***         |
| 99095       | Embalmer                                                 | 25.95       |             |
| 99130       | Flight Follower                                          | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I                            | 14.44       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 15.49       | ***         |
| 99260       | Marketing Analyst                                        | 27.58       |             |
| 99310       | Mortician                                                | 25.95       |             |
| 99410       | Pest Controller                                          | 21.54       |             |
| 99510       | Photofinishing Worker                                    | 15.39       | ***         |
| 99710       | Recycling Laborer                                        | 20.82       |             |
| 99711       | Recycling Specialist                                     | 24.39       |             |
| 99730       | Refuse Collector                                         | 19.09       |             |
| 99810       | Sales Clerk                                              | 13.74       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99820       | School Crossing Guard           | 18.03       |             |
| 99830       | Survey Party Chief              | 27.06       |             |
| 99831       | Surveying Aide                  | 16.08       | ***         |
| 99832       | Surveying Technician            | 24.60       |             |
| 99840       | Vending Machine Attendant       | 14.39       | ***         |
| 99841       | Vending Machine Repairer        | 17.38       | ***         |
| 99842       | Vending Machine Repairer Helper | 14.39       | ***         |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5935**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/06/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.



The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Kentucky

Area: Kentucky County of Trimble

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.92       |             |
| 01012       | Accounting Clerk II                             | 20.11       |             |
| 01013       | Accounting Clerk III                            | 22.49       |             |
| 01020       | Administrative Assistant                        | 30.51       |             |
| 01035       | Court Reporter                                  | 21.90       |             |
| 01041       | Customer Service Representative I               | 15.83       | ***         |
| 01042       | Customer Service Representative II              | 17.28       | ***         |
| 01043       | Customer Service Representative III             | 19.40       |             |
| 01051       | Data Entry Operator I                           | 15.98       | ***         |
| 01052       | Data Entry Operator II                          | 17.44       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 23.40       |             |
| 01070       | Document Preparation Clerk                      | 21.54       |             |
| 01090       | Duplicating Machine Operator                    | 21.54       |             |
| 01111       | General Clerk I                                 | 15.76       | ***         |
| 01112       | General Clerk II                                | 17.20       | ***         |
| 01113       | General Clerk III                               | 19.31       |             |
| 01120       | Housing Referral Assistant                      | 24.41       |             |
| 01141       | Messenger Courier                               | 17.83       |             |
| 01191       | Order Clerk I                                   | 16.39       | ***         |
| 01192       | Order Clerk II                                  | 17.89       |             |
| 01261       | Personnel Assistant (Employment) I              | 18.96       |             |
| 01262       | Personnel Assistant (Employment) II             | 21.21       |             |
| 01263       | Personnel Assistant (Employment) III            | 23.64       |             |
| 01270       | Production Control Clerk                        | 25.19       |             |
| 01290       | Rental Clerk                                    | 18.52       |             |
| 01300       | Scheduler, Maintenance                          | 19.58       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 19.58       |             |
| 01312       | Secretary II                             | 21.90       |             |
| 01313       | Secretary III                            | 24.41       |             |
| 01320       | Service Order Dispatcher                 | 20.92       |             |
| 01410       | Supply Technician                        | 30.51       |             |
| 01420       | Survey Worker                            | 21.85       |             |
| 01460       | Switchboard Operator/Receptionist        | 16.31       | ***         |
| 01531       | Travel Clerk I                           | 18.15       |             |
| 01532       | Travel Clerk II                          | 20.33       |             |
| 01533       | Travel Clerk III                         | 21.92       |             |
| 01611       | Word Processor I                         | 17.44       | ***         |
| 01612       | Word Processor II                        | 19.58       |             |
| 01613       | Word Processor III                       | 21.90       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 24.20       |             |
| 05010       | Automotive Electrician                   | 21.12       |             |
| 05040       | Automotive Glass Installer               | 20.10       |             |
| 05070       | Automotive Worker                        | 20.10       |             |
| 05110       | Mobile Equipment Servicer                | 17.68       | ***         |
| 05130       | Motor Equipment Metal Mechanic           | 21.96       |             |
| 05160       | Motor Equipment Metal Worker             | 20.10       |             |
| 05190       | Motor Vehicle Mechanic                   | 21.96       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 16.49       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 18.92       |             |
| 05280       | Motor Vehicle Wrecker                    | 20.10       |             |
| 05310       | Painter, Automotive                      | 21.12       |             |
| 05340       | Radiator Repair Specialist               | 20.10       |             |
| 05370       | Tire Repairer                            | 17.51       | ***         |
| 05400       | Transmission Repair Specialist           | 21.96       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 15.96       | ***         |
| 07041       | Cook I                                   | 17.46       | ***         |
| 07042       | Cook II                                  | 19.84       |             |
| 07070       | Dishwasher                               | 13.29       | ***         |
| 07130       | Food Service Worker                      | 14.44       | ***         |
| 07210       | Meat Cutter                              | 19.04       |             |
| 07260       | Waiter/Waitress                          | 10.62       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.93       |             |
| 09040       | Furniture Handler                            | 14.54       | ***         |
| 09080       | Furniture Refinisher                         | 21.60       |             |
| 09090       | Furniture Refinisher Helper                  | 16.87       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.36       |             |
| 09130       | Upholsterer                                  | 21.52       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.67       | ***         |
| 11060       | Elevator Operator                            | 15.27       | ***         |
| 11090       | Gardener                                     | 21.67       |             |
| 11122       | Housekeeping Aide                            | 15.33       | ***         |
| 11150       | Janitor                                      | 15.33       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.42       | ***         |
| 11240       | Maid or Houseman                             | 14.02       | ***         |
| 11260       | Pruner                                       | 16.01       | ***         |
| 11270       | Tractor Operator                             | 20.21       |             |
| 11330       | Trail Maintenance Worker                     | 17.42       | ***         |
| 11360       | Window Cleaner                               | 16.68       | ***         |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 19.05       |             |
| 12011       | Breath Alcohol Technician                    | 24.65       |             |
| 12012       | Certified Occupational Therapist Assistant   | 33.48       |             |
| 12015       | Certified Physical Therapist Assistant       | 31.87       |             |
| 12020       | Dental Assistant                             | 23.07       |             |
| 12025       | Dental Hygienist                             | 37.09       |             |
| 12030       | EKG Technician                               | 30.12       |             |
| 12035       | Electroneurodiagnostic Technologist          | 30.12       |             |
| 12040       | Emergency Medical Technician                 | 19.05       |             |
| 12071       | Licensed Practical Nurse I                   | 22.04       |             |
| 12072       | Licensed Practical Nurse II                  | 24.65       |             |
| 12073       | Licensed Practical Nurse III                 | 27.47       |             |
| 12100       | Medical Assistant                            | 18.66       |             |
| 12130       | Medical Laboratory Technician                | 29.84       |             |
| 12160       | Medical Record Clerk                         | 19.74       |             |
| 12190       | Medical Record Technician                    | 22.08       |             |
| 12195       | Medical Transcriptionist                     | 21.11       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 48.88       |             |
| 12221       | Nursing Assistant I                                  | 14.13       | ***         |
| 12222       | Nursing Assistant II                                 | 15.90       | ***         |
| 12223       | Nursing Assistant III                                | 17.35       | ***         |
| 12224       | Nursing Assistant IV                                 | 19.47       |             |
| 12235       | Optical Dispenser                                    | 21.16       |             |
| 12236       | Optical Technician                                   | 18.73       |             |
| 12250       | Pharmacy Technician                                  | 18.85       |             |
| 12280       | Phlebotomist                                         | 18.68       |             |
| 12305       | Radiologic Technologist                              | 30.69       |             |
| 12311       | Registered Nurse I                                   | 28.33       |             |
| 12312       | Registered Nurse II                                  | 34.65       |             |
| 12313       | Registered Nurse II, Specialist                      | 34.65       |             |
| 12314       | Registered Nurse III                                 | 41.92       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 41.92       |             |
| 12316       | Registered Nurse IV                                  | 50.25       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 30.53       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 23.60       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 22.66       |             |
| 13012       | Exhibits Specialist II                               | 28.09       |             |
| 13013       | Exhibits Specialist III                              | 34.35       |             |
| 13041       | Illustrator I                                        | 22.66       |             |
| 13042       | Illustrator II                                       | 28.09       |             |
| 13043       | Illustrator III                                      | 34.35       |             |
| 13047       | Librarian                                            | 31.10       |             |
| 13050       | Library Aide/Clerk                                   | 14.16       | ***         |
| 13054       | Library Information Technology Systems Administrator | 28.09       |             |
| 13058       | Library Technician                                   | 17.49       | ***         |
| 13061       | Media Specialist I                                   | 20.27       |             |
| 13062       | Media Specialist II                                  | 22.66       |             |
| 13063       | Media Specialist III                                 | 25.27       |             |
| 13071       | Photographer I                                       | 19.88       |             |
| 13072       | Photographer II                                      | 22.23       |             |
| 13073       | Photographer III                                     | 27.54       |             |
| 13074       | Photographer IV                                      | 33.69       |             |
| 13075       | Photographer V                                       | 40.77       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 17.78       |             |
| 13110       | Video Teleconference Technician                         | 23.44       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 19.90       |             |
| 14042       | Computer Operator II                                    | 22.26       |             |
| 14043       | Computer Operator III                                   | 24.83       |             |
| 14044       | Computer Operator IV                                    | 27.59       |             |
| 14045       | Computer Operator V                                     | 30.55       |             |
| 14071       | Computer Programmer I                                   | 23.41       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 19.90       |             |
| 14160       | Personal Computer Support Technician                    | 27.59       |             |
| 14170       | System Support Specialist                               | 30.55       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 32.34       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 39.13       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.89       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.34       |             |
| 15060       | Educational Technologist                                | 32.74       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.89       |             |
| 15080       | Graphic Artist                                          | 26.00       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.89       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.89       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.89       |             |
| 15090       | Technical Instructor                                    | 23.67       |             |
| 15095       | Technical Instructor/Course Developer                   | 28.96       |             |
| 15110       | Test Proctor                                            | 19.12       |             |
| 15120       | Tutor                                                   | 19.12       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.37       | ***         |
| 16030       | Counter Attendant                                       | 12.37       | ***         |
| 16040       | Dry Cleaner                                             | 15.59       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 12.37       | ***         |
| 16090       | Presser, Hand                                     | 12.37       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 12.37       | ***         |
| 16130       | Presser, Machine, Shirts                          | 12.37       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 12.37       | ***         |
| 16190       | Sewing Machine Operator                           | 16.55       | ***         |
| 16220       | Tailor                                            | 17.46       | ***         |
| 16250       | Washer, Machine                                   | 13.53       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 29.06       |             |
| 19040       | Tool And Die Maker                                | 34.01       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 22.15       |             |
| 21030       | Material Coordinator                              | 25.19       |             |
| 21040       | Material Expediter                                | 25.19       |             |
| 21050       | Material Handling Laborer                         | 18.08       |             |
| 21071       | Order Filler                                      | 17.73       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 22.15       |             |
| 21110       | Shipping Packer                                   | 19.62       |             |
| 21130       | Shipping/Receiving Clerk                          | 19.62       |             |
| 21140       | Store Worker I                                    | 17.29       | ***         |
| 21150       | Stock Clerk                                       | 22.25       |             |
| 21210       | Tools And Parts Attendant                         | 22.15       |             |
| 21410       | Warehouse Specialist                              | 22.15       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 37.84       |             |
| 23019       | Aircraft Logs and Records Technician              | 31.58       |             |
| 23021       | Aircraft Mechanic I                               | 36.27       |             |
| 23022       | Aircraft Mechanic II                              | 37.84       |             |
| 23023       | Aircraft Mechanic III                             | 39.55       |             |
| 23040       | Aircraft Mechanic Helper                          | 27.24       |             |
| 23050       | Aircraft, Painter                                 | 34.88       |             |
| 23060       | Aircraft Servicer                                 | 31.58       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 34.88       |             |
| 23080       | Aircraft Worker                                   | 33.19       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 33.19       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 36.27       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23110       | Appliance Mechanic                                                     | 24.96            |
| 23120       | Bicycle Repairer                                                       | 23.82            |
| 23125       | Cable Splicer                                                          | 38.27            |
| 23130       | Carpenter, Maintenance                                                 | 26.56            |
| 23140       | Carpet Layer                                                           | 23.36            |
| 23160       | Electrician, Maintenance                                               | 29.20            |
| 23181       | Electronics Technician Maintenance I                                   | 31.40            |
| 23182       | Electronics Technician Maintenance II                                  | 33.14            |
| 23183       | Electronics Technician Maintenance III                                 | 34.54            |
| 23260       | Fabric Worker                                                          | 25.49            |
| 23290       | Fire Alarm System Mechanic                                             | 24.07            |
| 23310       | Fire Extinguisher Repairer                                             | 23.82            |
| 23311       | Fuel Distribution System Mechanic                                      | 32.01            |
| 23312       | Fuel Distribution System Operator                                      | 25.77            |
| 23370       | General Maintenance Worker                                             | 23.03            |
| 23380       | Ground Support Equipment Mechanic                                      | 36.27            |
| 23381       | Ground Support Equipment Servicer                                      | 31.58            |
| 23382       | Ground Support Equipment Worker                                        | 33.19            |
| 23391       | Gunsmith I                                                             | 23.82            |
| 23392       | Gunsmith II                                                            | 27.07            |
| 23393       | Gunsmith III                                                           | 29.58            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.15            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.28            |
| 23430       | Heavy Equipment Mechanic                                               | 29.22            |
| 23440       | Heavy Equipment Operator                                               | 27.91            |
| 23460       | Instrument Mechanic                                                    | 29.58            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.45            |
| 23470       | Laborer                                                                | 18.08            |
| 23510       | Locksmith                                                              | 24.96            |
| 23530       | Machinery Maintenance Mechanic                                         | 30.59            |
| 23550       | Machinist, Maintenance                                                 | 24.51            |
| 23580       | Maintenance Trades Helper                                              | 18.78            |
| 23591       | Metrology Technician I                                                 | 29.58            |
| 23592       | Metrology Technician II                                                | 30.93            |
| 23593       | Metrology Technician III                                               | 32.32            |
| 23640       | Millwright                                                             | 35.81            |
| 23710       | Office Appliance Repairer                                              | 21.34            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23760                                         | Painter, Maintenance                              | 22.79       |             |
| 23790                                         | Pipefitter, Maintenance                           | 30.85       |             |
| 23810                                         | Plumber, Maintenance                              | 29.67       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 29.58       |             |
| 23850                                         | Rigger                                            | 30.18       |             |
| 23870                                         | Scale Mechanic                                    | 27.07       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 23.10       |             |
| 23910                                         | Small Engine Mechanic                             | 23.65       |             |
| 23931                                         | Telecommunications Mechanic I                     | 32.45       |             |
| 23932                                         | Telecommunications Mechanic II                    | 33.90       |             |
| 23950                                         | Telephone Lineman                                 | 27.45       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 22.99       |             |
| 23965                                         | Well Driller                                      | 29.58       |             |
| 23970                                         | Woodcraft Worker                                  | 29.58       |             |
| 23980                                         | Woodworker                                        | 23.82       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 18.53       |             |
| 24570                                         | Child Care Attendant                              | 13.66       | ***         |
| 24580                                         | Child Care Center Clerk                           | 17.03       | ***         |
| 24610                                         | Chore Aide                                        | 16.09       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 18.53       |             |
| 24630                                         | Homemaker                                         | 18.53       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 32.93       |             |
| 25040                                         | Sewage Plant Operator                             | 24.57       |             |
| 25070                                         | Stationary Engineer                               | 32.93       |             |
| 25190                                         | Ventilation Equipment Tender                      | 24.73       |             |
| 25210                                         | Water Treatment Plant Operator                    | 24.57       |             |
| 27000 Protective Service Occupations          |                                                   |             |             |
| 27004                                         | Alarm Monitor                                     | 22.25       |             |
| 27007                                         | Baggage Inspector                                 | 16.85       | ***         |
| 27008                                         | Corrections Officer                               | 19.25       |             |
| 27010                                         | Court Security Officer                            | 20.41       |             |
| 27030                                         | Detection Dog Handler                             | 18.85       |             |
| 27040                                         | Detention Officer                                 | 19.25       |             |
| 27070                                         | Firefighter                                       | 21.14       |             |
| 27101                                         | Guard I                                           | 16.85       | ***         |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 18.85       |             |
| 27131       | Police Officer I                               | 24.73       |             |
| 27132       | Police Officer II                              | 27.47       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.14       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.16       | ***         |
| 28043       | Carnival Worker                                | 11.20       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 19.68       |             |
| 28310       | Lifeguard                                      | 13.12       | ***         |
| 28350       | Park Attendant (Aide)                          | 22.01       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 16.25       | ***         |
| 28515       | Recreation Specialist                          | 24.44       |             |
| 28630       | Sports Official                                | 17.52       | ***         |
| 28690       | Swimming Pool Operator                         | 17.23       | ***         |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 28.73       |             |
| 29020       | Hatch Tender                                   | 28.73       |             |
| 29030       | Line Handler                                   | 28.73       |             |
| 29041       | Stevedore I                                    | 27.05       |             |
| 29042       | Stevedore II                                   | 30.19       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 47.99       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.10       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.45       |             |
| 30021       | Archeological Technician I                     | 20.90       |             |
| 30022       | Archeological Technician II                    | 23.37       |             |
| 30023       | Archeological Technician III                   | 28.95       |             |
| 30030       | Cartographic Technician                        | 28.95       |             |
| 30040       | Civil Engineering Technician                   | 26.54       |             |
| 30051       | Cryogenic Technician I                         | 32.07       |             |
| 30052       | Cryogenic Technician II                        | 35.41       |             |
| 30061       | Drafter/CAD Operator I                         | 20.90       |             |
| 30062       | Drafter/CAD Operator II                        | 23.37       |             |
| 30063       | Drafter/CAD Operator III                       | 26.05       |             |
| 30064       | Drafter/CAD Operator IV                        | 32.07       |             |
| 30081       | Engineering Technician I                       | 19.98       |             |
| 30082       | Engineering Technician II                      | 22.43       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30083       | Engineering Technician III                               | 25.09            |
| 30084       | Engineering Technician IV                                | 31.08            |
| 30085       | Engineering Technician V                                 | 38.03            |
| 30086       | Engineering Technician VI                                | 46.01            |
| 30090       | Environmental Technician                                 | 25.22            |
| 30095       | Evidence Control Specialist                              | 28.95            |
| 30210       | Laboratory Technician                                    | 26.43            |
| 30221       | Latent Fingerprint Technician I                          | 32.07            |
| 30222       | Latent Fingerprint Technician II                         | 35.41            |
| 30240       | Mathematical Technician                                  | 29.27            |
| 30361       | Paralegal/Legal Assistant I                              | 21.96            |
| 30362       | Paralegal/Legal Assistant II                             | 28.32            |
| 30363       | Paralegal/Legal Assistant III                            | 33.28            |
| 30364       | Paralegal/Legal Assistant IV                             | 40.26            |
| 30375       | Petroleum Supply Specialist                              | 35.41            |
| 30390       | Photo-Optics Technician                                  | 28.95            |
| 30395       | Radiation Control Technician                             | 35.41            |
| 30461       | Technical Writer I                                       | 27.23            |
| 30462       | Technical Writer II                                      | 33.31            |
| 30463       | Technical Writer III                                     | 40.29            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.50            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.90            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.23            |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.50            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.50            |
| 30501       | Weather Forecaster I                                     | 32.07            |
| 30502       | Weather Forecaster II                                    | 39.00            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 26.05 see 2      |
| 30621       | Weather Observer, Senior                                 | 28.95 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 36.90            |
| 31020       | Bus Aide                                                 | 20.53            |
| 31030       | Bus Driver                                               | 27.20            |
| 31043       | Driver Courier                                           | 20.62            |
| 31260       | Parking and Lot Attendant                                | 14.23 ***        |
| 31290       | Shuttle Bus Driver                                       | 18.44            |
| 31310       | Taxi Driver                                              | 13.57 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 22.12       |             |
| 31362       | Truckdriver, Medium             | 23.67       |             |
| 31363       | Truckdriver, Heavy              | 27.05       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 27.05       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 17.99       |             |
| 99030       | Cashier                         | 13.46       | ***         |
| 99050       | Desk Clerk                      | 13.62       | ***         |
| 99095       | Embalmer                        | 26.01       |             |
| 99130       | Flight Follower                 | 30.50       |             |
| 99251       | Laboratory Animal Caretaker I   | 17.92       |             |
| 99252       | Laboratory Animal Caretaker II  | 19.22       |             |
| 99260       | Marketing Analyst               | 30.75       |             |
| 99310       | Mortician                       | 27.17       |             |
| 99410       | Pest Controller                 | 18.91       |             |
| 99510       | Photofinishing Worker           | 16.03       | ***         |
| 99710       | Recycling Laborer               | 23.82       |             |
| 99711       | Recycling Specialist            | 27.64       |             |
| 99730       | Refuse Collector                | 21.89       |             |
| 99810       | Sales Clerk                     | 14.49       | ***         |
| 99820       | School Crossing Guard           | 16.63       | ***         |
| 99830       | Survey Party Chief              | 24.41       |             |
| 99831       | Surveying Aide                  | 21.43       |             |
| 99832       | Surveying Technician            | 22.10       |             |
| 99840       | Vending Machine Attendant       | 17.57       | ***         |
| 99841       | Vending Machine Repairer        | 21.42       |             |
| 99842       | Vending Machine Repairer Helper | 17.57       | ***         |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5937**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/06/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Kentucky

Area: Kentucky County of Meade

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 17.53 *** |
| 01012 | Accounting Clerk II                             | 19.68     |
| 01013 | Accounting Clerk III                            | 22.01     |
| 01020 | Administrative Assistant                        | 26.24     |
| 01035 | Court Reporter                                  | 22.01     |
| 01041 | Customer Service Representative I               | 15.52 *** |
| 01042 | Customer Service Representative II              | 16.94 *** |



| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01043       | Customer Service Representative III  | 19.01       |             |
| 01051       | Data Entry Operator I                | 16.09       | ***         |
| 01052       | Data Entry Operator II               | 17.56       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 24.62       |             |
| 01070       | Document Preparation Clerk           | 17.91       |             |
| 01090       | Duplicating Machine Operator         | 17.91       |             |
| 01111       | General Clerk I                      | 14.94       | ***         |
| 01112       | General Clerk II                     | 16.30       | ***         |
| 01113       | General Clerk III                    | 18.30       |             |
| 01120       | Housing Referral Assistant           | 22.79       |             |
| 01141       | Messenger Courier                    | 14.29       | ***         |
| 01191       | Order Clerk I                        | 16.93       | ***         |
| 01192       | Order Clerk II                       | 19.22       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.79       |             |
| 01262       | Personnel Assistant (Employment) II  | 22.14       |             |
| 01263       | Personnel Assistant (Employment) III | 24.69       |             |
| 01270       | Production Control Clerk             | 26.56       |             |
| 01290       | Rental Clerk                         | 17.83       |             |
| 01300       | Scheduler, Maintenance               | 18.03       |             |
| 01311       | Secretary I                          | 18.03       |             |
| 01312       | Secretary II                         | 20.44       |             |
| 01313       | Secretary III                        | 22.79       |             |
| 01320       | Service Order Dispatcher             | 22.01       |             |
| 01410       | Supply Technician                    | 26.24       |             |
| 01420       | Survey Worker                        | 20.01       |             |
| 01460       | Switchboard Operator/Receptionist    | 15.66       | ***         |
| 01531       | Travel Clerk I                       | 17.80       |             |
| 01532       | Travel Clerk II                      | 18.58       |             |
| 01533       | Travel Clerk III                     | 19.59       |             |
| 01611       | Word Processor I                     | 15.94       | ***         |
| 01612       | Word Processor II                    | 17.89       |             |
| 01613       | Word Processor III                   | 20.01       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 23.99       |             |
| 05010       | Automotive Electrician               | 21.56       |             |
| 05040       | Automotive Glass Installer           | 20.52       |             |
| 05070       | Automotive Worker                    | 20.52       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05110       | Mobile Equipment Servicer                    | 18.05       |             |
| 05130       | Motor Equipment Metal Mechanic               | 22.42       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.52       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.42       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.83       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.32       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.52       |             |
| 05310       | Painter, Automotive                          | 21.56       |             |
| 05340       | Radiator Repair Specialist                   | 20.52       |             |
| 05370       | Tire Repairer                                | 17.59       | ***         |
| 05400       | Transmission Repair Specialist               | 22.42       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 20.49       |             |
| 07041       | Cook I                                       | 15.60       | ***         |
| 07042       | Cook II                                      | 17.73       | ***         |
| 07070       | Dishwasher                                   | 12.41       | ***         |
| 07130       | Food Service Worker                          | 13.32       | ***         |
| 07210       | Meat Cutter                                  | 17.53       | ***         |
| 07260       | Waiter/Waitress                              | 11.12       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.30       |             |
| 09040       | Furniture Handler                            | 15.51       | ***         |
| 09080       | Furniture Refinisher                         | 22.01       |             |
| 09090       | Furniture Refinisher Helper                  | 17.19       | ***         |
| 09110       | Furniture Repairer, Minor                    | 20.06       |             |
| 09130       | Upholsterer                                  | 22.01       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 14.66       | ***         |
| 11060       | Elevator Operator                            | 15.99       | ***         |
| 11090       | Gardener                                     | 21.00       |             |
| 11122       | Housekeeping Aide                            | 15.99       | ***         |
| 11150       | Janitor                                      | 15.99       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 16.87       | ***         |
| 11240       | Maid or Houseman                             | 14.00       | ***         |
| 11260       | Pruner                                       | 15.51       | ***         |
| 11270       | Tractor Operator                             | 19.58       |             |
| 11330       | Trail Maintenance Worker                     | 16.87       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate Note</b> |
|-------------|--------------------------------------------|------------------|
| 11360       | Window Cleaner                             | 17.40 ***        |
| 12000       | Health Occupations                         |                  |
| 12010       | Ambulance Driver                           | 20.11            |
| 12011       | Breath Alcohol Technician                  | 26.02            |
| 12012       | Certified Occupational Therapist Assistant | 32.45            |
| 12015       | Certified Physical Therapist Assistant     | 30.59            |
| 12020       | Dental Assistant                           | 20.90            |
| 12025       | Dental Hygienist                           | 38.28            |
| 12030       | EKG Technician                             | 35.84            |
| 12035       | Electroneurodiagnostic Technologist        | 35.84            |
| 12040       | Emergency Medical Technician               | 20.11            |
| 12071       | Licensed Practical Nurse I                 | 23.27            |
| 12072       | Licensed Practical Nurse II                | 26.02            |
| 12073       | Licensed Practical Nurse III               | 29.01            |
| 12100       | Medical Assistant                          | 18.38            |
| 12130       | Medical Laboratory Technician              | 30.27            |
| 12160       | Medical Record Clerk                       | 22.42            |
| 12190       | Medical Record Technician                  | 25.08            |
| 12195       | Medical Transcriptionist                   | 21.15            |
| 12210       | Nuclear Medicine Technologist              | 51.99            |
| 12221       | Nursing Assistant I                        | 13.38 ***        |
| 12222       | Nursing Assistant II                       | 15.05 ***        |
| 12223       | Nursing Assistant III                      | 16.43 ***        |
| 12224       | Nursing Assistant IV                       | 18.44            |
| 12235       | Optical Dispenser                          | 20.47            |
| 12236       | Optical Technician                         | 21.15            |
| 12250       | Pharmacy Technician                        | 18.95            |
| 12280       | Phlebotomist                               | 21.15            |
| 12305       | Radiologic Technologist                    | 31.88            |
| 12311       | Registered Nurse I                         | 26.38            |
| 12312       | Registered Nurse II                        | 32.27            |
| 12313       | Registered Nurse II, Specialist            | 32.27            |
| 12314       | Registered Nurse III                       | 39.04            |
| 12315       | Registered Nurse III, Anesthetist          | 39.04            |
| 12316       | Registered Nurse IV                        | 46.81            |
| 12317       | Scheduler (Drug and Alcohol Testing)       | 32.25            |
| 12320       | Substance Abuse Treatment Counselor        | 23.30            |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 23.44       |             |
| 13012       | Exhibits Specialist II                               | 29.03       |             |
| 13013       | Exhibits Specialist III                              | 35.51       |             |
| 13041       | Illustrator I                                        | 23.44       |             |
| 13042       | Illustrator II                                       | 29.03       |             |
| 13043       | Illustrator III                                      | 35.51       |             |
| 13047       | Librarian                                            | 32.15       |             |
| 13050       | Library Aide/Clerk                                   | 18.63       |             |
| 13054       | Library Information Technology Systems Administrator | 29.03       |             |
| 13058       | Library Technician                                   | 23.38       |             |
| 13061       | Media Specialist I                                   | 20.96       |             |
| 13062       | Media Specialist II                                  | 23.44       |             |
| 13063       | Media Specialist III                                 | 26.13       |             |
| 13071       | Photographer I                                       | 20.96       |             |
| 13072       | Photographer II                                      | 23.44       |             |
| 13073       | Photographer III                                     | 29.03       |             |
| 13074       | Photographer IV                                      | 35.51       |             |
| 13075       | Photographer V                                       | 42.97       |             |
| 13090       | Technical Order Library Clerk                        | 23.38       |             |
| 13110       | Video Teleconference Technician                      | 20.96       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 21.47       |             |
| 14042       | Computer Operator II                                 | 24.01       |             |
| 14043       | Computer Operator III                                | 26.78       |             |
| 14044       | Computer Operator IV                                 | 29.75       |             |
| 14045       | Computer Operator V                                  | 32.95       |             |
| 14071       | Computer Programmer I                                | 23.30       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 21.47       |             |
| 14160       | Personal Computer Support Technician                 | 29.75       |             |
| 14170       | System Support Specialist                            | 32.95       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 34.56       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.81       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 50.13       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 34.56       |             |
| 15060       | Educational Technologist                                | 41.33       |             |
| 15070       | Flight Instructor (Pilot)                               | 50.13       |             |
| 15080       | Graphic Artist                                          | 25.69       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.13       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.13       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.13       |             |
| 15090       | Technical Instructor                                    | 24.14       |             |
| 15095       | Technical Instructor/Course Developer                   | 29.52       |             |
| 15110       | Test Proctor                                            | 19.49       |             |
| 15120       | Tutor                                                   | 19.49       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.37       | ***         |
| 16030       | Counter Attendant                                       | 12.37       | ***         |
| 16040       | Dry Cleaner                                             | 15.59       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.37       | ***         |
| 16090       | Presser, Hand                                           | 12.37       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.37       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.37       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.37       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.55       | ***         |
| 16220       | Tailor                                                  | 17.46       | ***         |
| 16250       | Washer, Machine                                         | 13.53       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 29.28       |             |
| 19040       | Tool And Die Maker                                      | 34.35       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 20.08       |             |
| 21030       | Material Coordinator                                    | 26.56       |             |
| 21040       | Material Expediter                                      | 26.56       |             |
| 21050       | Material Handling Laborer                               | 17.55       | ***         |
| 21071       | Order Filler                                            | 16.82       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 20.08       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21110       | Shipping Packer                                   | 19.86            |
| 21130       | Shipping/Receiving Clerk                          | 19.86            |
| 21140       | Store Worker I                                    | 17.29 ***        |
| 21150       | Stock Clerk                                       | 22.25            |
| 21210       | Tools And Parts Attendant                         | 20.08            |
| 21410       | Warehouse Specialist                              | 20.08            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 31.83            |
| 23019       | Aircraft Logs and Records Technician              | 26.37            |
| 23021       | Aircraft Mechanic I                               | 30.45            |
| 23022       | Aircraft Mechanic II                              | 31.83            |
| 23023       | Aircraft Mechanic III                             | 33.28            |
| 23040       | Aircraft Mechanic Helper                          | 22.87            |
| 23050       | Aircraft, Painter                                 | 29.28            |
| 23060       | Aircraft Servicer                                 | 26.37            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 29.28            |
| 23080       | Aircraft Worker                                   | 27.86            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 27.86            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 30.45            |
| 23110       | Appliance Mechanic                                | 26.62            |
| 23120       | Bicycle Repairer                                  | 23.85            |
| 23125       | Cable Splicer                                     | 40.66            |
| 23130       | Carpenter, Maintenance                            | 23.47            |
| 23140       | Carpet Layer                                      | 27.11            |
| 23160       | Electrician, Maintenance                          | 28.24            |
| 23181       | Electronics Technician Maintenance I              | 29.52            |
| 23182       | Electronics Technician Maintenance II             | 31.02            |
| 23183       | Electronics Technician Maintenance III            | 32.26            |
| 23260       | Fabric Worker                                     | 25.52            |
| 23290       | Fire Alarm System Mechanic                        | 27.68            |
| 23310       | Fire Extinguisher Repairer                        | 23.85            |
| 23311       | Fuel Distribution System Mechanic                 | 30.45            |
| 23312       | Fuel Distribution System Operator                 | 24.52            |
| 23370       | General Maintenance Worker                        | 23.12            |
| 23380       | Ground Support Equipment Mechanic                 | 30.45            |
| 23381       | Ground Support Equipment Servicer                 | 26.37            |
| 23382       | Ground Support Equipment Worker                   | 27.86            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23391       | Gunsmith I                                                             | 23.85            |
| 23392       | Gunsmith II                                                            | 27.11            |
| 23393       | Gunsmith III                                                           | 29.62            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.88            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.99            |
| 23430       | Heavy Equipment Mechanic                                               | 29.79            |
| 23440       | Heavy Equipment Operator                                               | 25.63            |
| 23460       | Instrument Mechanic                                                    | 27.68            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.48            |
| 23470       | Laborer                                                                | 17.55 ***        |
| 23510       | Locksmith                                                              | 26.62            |
| 23530       | Machinery Maintenance Mechanic                                         | 29.98            |
| 23550       | Machinist, Maintenance                                                 | 27.04            |
| 23580       | Maintenance Trades Helper                                              | 19.31            |
| 23591       | Metrology Technician I                                                 | 27.68            |
| 23592       | Metrology Technician II                                                | 28.94            |
| 23593       | Metrology Technician III                                               | 30.25            |
| 23640       | Millwright                                                             | 30.45            |
| 23710       | Office Appliance Repairer                                              | 26.62            |
| 23760       | Painter, Maintenance                                                   | 23.02            |
| 23790       | Pipefitter, Maintenance                                                | 31.93            |
| 23810       | Plumber, Maintenance                                                   | 30.71            |
| 23820       | Pneudraulic Systems Mechanic                                           | 29.62            |
| 23850       | Rigger                                                                 | 29.62            |
| 23870       | Scale Mechanic                                                         | 27.11            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 26.35            |
| 23910       | Small Engine Mechanic                                                  | 25.33            |
| 23931       | Telecommunications Mechanic I                                          | 27.96            |
| 23932       | Telecommunications Mechanic II                                         | 29.16            |
| 23950       | Telephone Lineman                                                      | 30.06            |
| 23960       | Welder, Combination, Maintenance                                       | 24.79            |
| 23965       | Well Driller                                                           | 29.62            |
| 23970       | Woodcraft Worker                                                       | 29.62            |
| 23980       | Woodworker                                                             | 23.85            |
| 24000       | Personal Needs Occupations                                             |                  |
| 24550       | Case Manager                                                           | 18.04            |
| 24570       | Child Care Attendant                                                   | 14.21 ***        |

| <b>Code</b>                                          | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|------------------------------------------------------|---------------------------------------------------|-------------|-------------|
| 24580                                                | Child Care Center Clerk                           | 17.71       | ***         |
| 24610                                                | Chore Aide                                        | 16.38       | ***         |
| 24620                                                | Family Readiness And Support Services Coordinator | 18.04       |             |
| 24630                                                | Homemaker                                         | 18.04       |             |
| 25000 Plant And System Operations Occupations        |                                                   |             |             |
| 25010                                                | Boiler Tender                                     | 27.06       |             |
| 25040                                                | Sewage Plant Operator                             | 24.79       |             |
| 25070                                                | Stationary Engineer                               | 27.06       |             |
| 25190                                                | Ventilation Equipment Tender                      | 20.32       |             |
| 25210                                                | Water Treatment Plant Operator                    | 24.79       |             |
| 27000 Protective Service Occupations                 |                                                   |             |             |
| 27004                                                | Alarm Monitor                                     | 20.32       |             |
| 27007                                                | Baggage Inspector                                 | 17.67       | ***         |
| 27008                                                | Corrections Officer                               | 22.81       |             |
| 27010                                                | Court Security Officer                            | 22.51       |             |
| 27030                                                | Detection Dog Handler                             | 19.77       |             |
| 27040                                                | Detention Officer                                 | 22.81       |             |
| 27070                                                | Firefighter                                       | 22.65       |             |
| 27101                                                | Guard I                                           | 17.67       | ***         |
| 27102                                                | Guard II                                          | 19.77       |             |
| 27131                                                | Police Officer I                                  | 23.33       |             |
| 27132                                                | Police Officer II                                 | 25.93       |             |
| 28000 Recreation Occupations                         |                                                   |             |             |
| 28041                                                | Carnival Equipment Operator                       | 14.23       | ***         |
| 28042                                                | Carnival Equipment Repairer                       | 15.27       | ***         |
| 28043                                                | Carnival Worker                                   | 11.28       | ***         |
| 28210                                                | Gate Attendant/Gate Tender                        | 18.31       |             |
| 28310                                                | Lifeguard                                         | 14.87       | ***         |
| 28350                                                | Park Attendant (Aide)                             | 20.48       |             |
| 28510                                                | Recreation Aide/Health Facility Attendant         | 14.95       | ***         |
| 28515                                                | Recreation Specialist                             | 25.32       |             |
| 28630                                                | Sports Official                                   | 16.31       | ***         |
| 28690                                                | Swimming Pool Operator                            | 17.67       | ***         |
| 29000 Stevedoring/Longshoremen Occupational Services |                                                   |             |             |
| 29010                                                | Blocker And Bracer                                | 27.86       |             |
| 29020                                                | Hatch Tender                                      | 27.86       |             |
| 29030                                                | Line Handler                                      | 27.86       |             |



| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 29041       | Stevedore I                                    | 26.25            |
| 29042       | Stevedore II                                   | 29.28            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99            |
| 30021       | Archeological Technician I                     | 18.17            |
| 30022       | Archeological Technician II                    | 20.32            |
| 30023       | Archeological Technician III                   | 25.19            |
| 30030       | Cartographic Technician                        | 25.19            |
| 30040       | Civil Engineering Technician                   | 27.18            |
| 30051       | Cryogenic Technician I                         | 26.13            |
| 30052       | Cryogenic Technician II                        | 28.86            |
| 30061       | Drafter/CAD Operator I                         | 18.17            |
| 30062       | Drafter/CAD Operator II                        | 20.32            |
| 30063       | Drafter/CAD Operator III                       | 22.67            |
| 30064       | Drafter/CAD Operator IV                        | 27.88            |
| 30081       | Engineering Technician I                       | 19.98            |
| 30082       | Engineering Technician II                      | 22.43            |
| 30083       | Engineering Technician III                     | 25.09            |
| 30084       | Engineering Technician IV                      | 31.08            |
| 30085       | Engineering Technician V                       | 38.03            |
| 30086       | Engineering Technician VI                      | 46.01            |
| 30090       | Environmental Technician                       | 23.16            |
| 30095       | Evidence Control Specialist                    | 23.58            |
| 30210       | Laboratory Technician                          | 27.95            |
| 30221       | Latent Fingerprint Technician I                | 26.13            |
| 30222       | Latent Fingerprint Technician II               | 28.86            |
| 30240       | Mathematical Technician                        | 26.61            |
| 30361       | Paralegal/Legal Assistant I                    | 23.10            |
| 30362       | Paralegal/Legal Assistant II                   | 28.77            |
| 30363       | Paralegal/Legal Assistant III                  | 35.01            |
| 30364       | Paralegal/Legal Assistant IV                   | 42.35            |
| 30375       | Petroleum Supply Specialist                    | 28.86            |
| 30390       | Photo-Optics Technician                        | 25.19            |
| 30395       | Radiation Control Technician                   | 28.86            |
| 30461       | Technical Writer I                             | 23.87            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30462       | Technical Writer II                                      | 29.21       |             |
| 30463       | Technical Writer III                                     | 35.33       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28       |             |
| 30501       | Weather Forecaster I                                     | 27.88       |             |
| 30502       | Weather Forecaster II                                    | 33.91       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 22.67       | see 2       |
| 30621       | Weather Observer, Senior                                 | 24.33       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 16.50       | ***         |
| 31030       | Bus Driver                                               | 21.97       |             |
| 31043       | Driver Courier                                           | 18.83       |             |
| 31260       | Parking and Lot Attendant                                | 14.84       | ***         |
| 31290       | Shuttle Bus Driver                                       | 17.10       | ***         |
| 31310       | Taxi Driver                                              | 13.57       | ***         |
| 31361       | Truckdriver, Light                                       | 20.20       |             |
| 31362       | Truckdriver, Medium                                      | 21.62       |             |
| 31363       | Truckdriver, Heavy                                       | 25.74       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 25.74       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.27       | ***         |
| 99030       | Cashier                                                  | 13.94       | ***         |
| 99050       | Desk Clerk                                               | 13.39       | ***         |
| 99095       | Embalmer                                                 | 28.73       |             |
| 99130       | Flight Follower                                          | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I                            | 23.90       |             |
| 99252       | Laboratory Animal Caretaker II                           | 25.58       |             |
| 99260       | Marketing Analyst                                        | 28.41       |             |
| 99310       | Mortician                                                | 28.73       |             |
| 99410       | Pest Controller                                          | 20.80       |             |
| 99510       | Photofinishing Worker                                    | 15.39       | ***         |
| 99710       | Recycling Laborer                                        | 24.79       |             |
| 99711       | Recycling Specialist                                     | 28.77       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99730       | Refuse Collector                | 22.78       |             |
| 99810       | Sales Clerk                     | 14.47       | ***         |
| 99820       | School Crossing Guard           | 18.93       |             |
| 99830       | Survey Party Chief              | 23.04       |             |
| 99831       | Surveying Aide                  | 20.21       |             |
| 99832       | Surveying Technician            | 20.86       |             |
| 99840       | Vending Machine Attendant       | 23.90       |             |
| 99841       | Vending Machine Repairer        | 29.13       |             |
| 99842       | Vending Machine Repairer Helper | 23.90       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal

Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5939**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/06/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio County of Ashtabula

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.91       |             |
| 01012       | Accounting Clerk II                             | 20.10       |             |
| 01013       | Accounting Clerk III                            | 22.48       |             |
| 01020       | Administrative Assistant                        | 31.09       |             |
| 01035       | Court Reporter                                  | 22.87       |             |
| 01041       | Customer Service Representative I               | 15.95       | ***         |
| 01042       | Customer Service Representative II              | 17.40       | ***         |
| 01043       | Customer Service Representative III             | 19.53       |             |
| 01051       | Data Entry Operator I                           | 17.51       | ***         |
| 01052       | Data Entry Operator II                          | 19.11       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 23.33       |             |
| 01070       | Document Preparation Clerk                      | 18.23       |             |
| 01090       | Duplicating Machine Operator                    | 18.23       |             |
| 01111       | General Clerk I                                 | 16.09       | ***         |
| 01112       | General Clerk II                                | 17.56       | ***         |
| 01113       | General Clerk III                               | 19.70       |             |
| 01120       | Housing Referral Assistant                      | 24.63       |             |
| 01141       | Messenger Courier                               | 16.28       | ***         |
| 01191       | Order Clerk I                                   | 17.85       |             |
| 01192       | Order Clerk II                                  | 19.48       |             |
| 01261       | Personnel Assistant (Employment) I              | 19.68       |             |
| 01262       | Personnel Assistant (Employment) II             | 22.01       |             |
| 01263       | Personnel Assistant (Employment) III            | 24.55       |             |
| 01270       | Production Control Clerk                        | 27.43       |             |



| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01290       | Rental Clerk                             | 17.76       |             |
| 01300       | Scheduler, Maintenance                   | 19.76       |             |
| 01311       | Secretary I                              | 19.76       |             |
| 01312       | Secretary II                             | 22.10       |             |
| 01313       | Secretary III                            | 24.63       |             |
| 01320       | Service Order Dispatcher                 | 20.86       |             |
| 01410       | Supply Technician                        | 31.09       |             |
| 01420       | Survey Worker                            | 17.90       |             |
| 01460       | Switchboard Operator/Receptionist        | 16.65       | ***         |
| 01531       | Travel Clerk I                           | 17.55       | ***         |
| 01532       | Travel Clerk II                          | 19.69       |             |
| 01533       | Travel Clerk III                         | 21.02       |             |
| 01611       | Word Processor I                         | 16.57       | ***         |
| 01612       | Word Processor II                        | 18.59       |             |
| 01613       | Word Processor III                       | 20.79       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.33       |             |
| 05010       | Automotive Electrician                   | 21.64       |             |
| 05040       | Automotive Glass Installer               | 20.81       |             |
| 05070       | Automotive Worker                        | 20.81       |             |
| 05110       | Mobile Equipment Servicer                | 19.00       |             |
| 05130       | Motor Equipment Metal Mechanic           | 22.36       |             |
| 05160       | Motor Equipment Metal Worker             | 20.81       |             |
| 05190       | Motor Vehicle Mechanic                   | 22.36       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 18.12       |             |
| 05250       | Motor Vehicle Upholstery Worker          | 19.88       |             |
| 05280       | Motor Vehicle Wrecker                    | 20.81       |             |
| 05310       | Painter, Automotive                      | 21.64       |             |
| 05340       | Radiator Repair Specialist               | 20.81       |             |
| 05370       | Tire Repairer                            | 18.90       |             |
| 05400       | Transmission Repair Specialist           | 22.36       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 15.35       | ***         |
| 07041       | Cook I                                   | 16.19       | ***         |
| 07042       | Cook II                                  | 18.45       |             |
| 07070       | Dishwasher                               | 13.82       | ***         |
| 07130       | Food Service Worker                      | 12.99       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07210       | Meat Cutter                                  | 17.79       |             |
| 07260       | Waiter/Waitress                              | 13.22       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.66       |             |
| 09040       | Furniture Handler                            | 15.22       | ***         |
| 09080       | Furniture Refinisher                         | 22.51       |             |
| 09090       | Furniture Refinisher Helper                  | 17.84       |             |
| 09110       | Furniture Repairer, Minor                    | 20.28       |             |
| 09130       | Upholsterer                                  | 22.22       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 17.04       | ***         |
| 11060       | Elevator Operator                            | 16.90       | ***         |
| 11090       | Gardener                                     | 22.53       |             |
| 11122       | Housekeeping Aide                            | 16.90       | ***         |
| 11150       | Janitor                                      | 16.90       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.77       |             |
| 11240       | Maid or Houseman                             | 14.53       | ***         |
| 11260       | Pruner                                       | 16.16       | ***         |
| 11270       | Tractor Operator                             | 20.96       |             |
| 11330       | Trail Maintenance Worker                     | 17.77       |             |
| 11360       | Window Cleaner                               | 18.42       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 19.35       |             |
| 12011       | Breath Alcohol Technician                    | 25.65       |             |
| 12012       | Certified Occupational Therapist Assistant   | 30.38       |             |
| 12015       | Certified Physical Therapist Assistant       | 30.28       |             |
| 12020       | Dental Assistant                             | 21.96       |             |
| 12025       | Dental Hygienist                             | 38.86       |             |
| 12030       | EKG Technician                               | 34.40       |             |
| 12035       | Electroneurodiagnostic Technologist          | 34.40       |             |
| 12040       | Emergency Medical Technician                 | 19.35       |             |
| 12071       | Licensed Practical Nurse I                   | 22.94       |             |
| 12072       | Licensed Practical Nurse II                  | 25.65       |             |
| 12073       | Licensed Practical Nurse III                 | 28.59       |             |
| 12100       | Medical Assistant                            | 19.04       |             |
| 12130       | Medical Laboratory Technician                | 30.78       |             |
| 12160       | Medical Record Clerk                         | 19.75       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12190       | Medical Record Technician                            | 22.09       |             |
| 12195       | Medical Transcriptionist                             | 20.85       |             |
| 12210       | Nuclear Medicine Technologist                        | 43.03       |             |
| 12221       | Nursing Assistant I                                  | 13.95       | ***         |
| 12222       | Nursing Assistant II                                 | 15.68       | ***         |
| 12223       | Nursing Assistant III                                | 17.11       | ***         |
| 12224       | Nursing Assistant IV                                 | 19.22       |             |
| 12235       | Optical Dispenser                                    | 23.49       |             |
| 12236       | Optical Technician                                   | 20.85       |             |
| 12250       | Pharmacy Technician                                  | 18.22       |             |
| 12280       | Phlebotomist                                         | 18.58       |             |
| 12305       | Radiologic Technologist                              | 35.16       |             |
| 12311       | Registered Nurse I                                   | 26.63       |             |
| 12312       | Registered Nurse II                                  | 32.57       |             |
| 12313       | Registered Nurse II, Specialist                      | 32.57       |             |
| 12314       | Registered Nurse III                                 | 39.41       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.41       |             |
| 12316       | Registered Nurse IV                                  | 47.25       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.79       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 26.76       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 21.14       |             |
| 13012       | Exhibits Specialist II                               | 26.18       |             |
| 13013       | Exhibits Specialist III                              | 31.41       |             |
| 13041       | Illustrator I                                        | 20.92       |             |
| 13042       | Illustrator II                                       | 25.91       |             |
| 13043       | Illustrator III                                      | 31.69       |             |
| 13047       | Librarian                                            | 29.55       |             |
| 13050       | Library Aide/Clerk                                   | 14.07       | ***         |
| 13054       | Library Information Technology Systems Administrator | 24.53       |             |
| 13058       | Library Technician                                   | 18.89       |             |
| 13061       | Media Specialist I                                   | 17.70       | ***         |
| 13062       | Media Specialist II                                  | 19.81       |             |
| 13063       | Media Specialist III                                 | 22.08       |             |
| 13071       | Photographer I                                       | 17.00       | ***         |
| 13072       | Photographer II                                      | 19.02       |             |
| 13073       | Photographer III                                     | 23.56       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13074       | Photographer IV                                         | 28.82       |             |
| 13075       | Photographer V                                          | 34.87       |             |
| 13090       | Technical Order Library Clerk                           | 17.49       | ***         |
| 13110       | Video Teleconference Technician                         | 21.07       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 19.76       |             |
| 14042       | Computer Operator II                                    | 22.11       |             |
| 14043       | Computer Operator III                                   | 24.64       |             |
| 14044       | Computer Operator IV                                    | 27.39       |             |
| 14045       | Computer Operator V                                     | 30.33       |             |
| 14071       | Computer Programmer I                                   | 24.34       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 19.76       |             |
| 14160       | Personal Computer Support Technician                    | 27.39       |             |
| 14170       | System Support Specialist                               | 30.33       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 32.21       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.98       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.73       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.21       |             |
| 15060       | Educational Technologist                                | 34.94       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.73       |             |
| 15080       | Graphic Artist                                          | 24.79       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.73       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.73       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.73       |             |
| 15090       | Technical Instructor                                    | 23.34       |             |
| 15095       | Technical Instructor/Course Developer                   | 28.55       |             |
| 15110       | Test Proctor                                            | 18.84       |             |
| 15120       | Tutor                                                   | 18.84       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.17       | ***         |

| <b>Code</b> | <b>Title</b>                                     | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------------|-------------|-------------|
| 16030       | Counter Attendant                                | 12.17       | ***         |
| 16040       | Dry Cleaner                                      | 15.05       | ***         |
| 16070       | Finisher, Flatwork, Machine                      | 12.17       | ***         |
| 16090       | Presser, Hand                                    | 12.17       | ***         |
| 16110       | Presser, Machine, Drycleaning                    | 12.17       | ***         |
| 16130       | Presser, Machine, Shirts                         | 12.17       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry       | 12.17       | ***         |
| 16190       | Sewing Machine Operator                          | 16.13       | ***         |
| 16220       | Tailor                                           | 17.17       | ***         |
| 16250       | Washer, Machine                                  | 12.91       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations    |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                | 25.98       |             |
| 19040       | Tool And Die Maker                               | 30.52       |             |
| 21000       | Materials Handling And Packing Occupations       |             |             |
| 21020       | Forklift Operator                                | 22.21       |             |
| 21030       | Material Coordinator                             | 27.43       |             |
| 21040       | Material Expediter                               | 27.43       |             |
| 21050       | Material Handling Laborer                        | 18.72       |             |
| 21071       | Order Filler                                     | 17.42       | ***         |
| 21080       | Production Line Worker (Food Processing)         | 22.21       |             |
| 21110       | Shipping Packer                                  | 21.01       |             |
| 21130       | Shipping/Receiving Clerk                         | 21.01       |             |
| 21140       | Store Worker I                                   | 18.21       |             |
| 21150       | Stock Clerk                                      | 24.16       |             |
| 21210       | Tools And Parts Attendant                        | 22.21       |             |
| 21410       | Warehouse Specialist                             | 22.21       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations |             |             |
| 23010       | Aerospace Structural Welder                      | 29.04       |             |
| 23019       | Aircraft Logs and Records Technician             | 24.59       |             |
| 23021       | Aircraft Mechanic I                              | 27.67       |             |
| 23022       | Aircraft Mechanic II                             | 29.04       |             |
| 23023       | Aircraft Mechanic III                            | 30.16       |             |
| 23040       | Aircraft Mechanic Helper                         | 22.45       |             |
| 23050       | Aircraft, Painter                                | 26.74       |             |
| 23060       | Aircraft Servicer                                | 24.59       |             |
| 23070       | Aircraft Survival Flight Equipment Technician    | 26.74       |             |
| 23080       | Aircraft Worker                                  | 25.74       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 25.74            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 27.67            |
| 23110       | Appliance Mechanic                                                     | 25.96            |
| 23120       | Bicycle Repairer                                                       | 23.73            |
| 23125       | Cable Splicer                                                          | 42.75            |
| 23130       | Carpenter, Maintenance                                                 | 25.26            |
| 23140       | Carpet Layer                                                           | 25.60            |
| 23160       | Electrician, Maintenance                                               | 31.55            |
| 23181       | Electronics Technician Maintenance I                                   | 32.40            |
| 23182       | Electronics Technician Maintenance II                                  | 33.96            |
| 23183       | Electronics Technician Maintenance III                                 | 35.56            |
| 23260       | Fabric Worker                                                          | 25.33            |
| 23290       | Fire Alarm System Mechanic                                             | 26.09            |
| 23310       | Fire Extinguisher Repairer                                             | 23.73            |
| 23311       | Fuel Distribution System Mechanic                                      | 37.98            |
| 23312       | Fuel Distribution System Operator                                      | 30.05            |
| 23370       | General Maintenance Worker                                             | 23.75            |
| 23380       | Ground Support Equipment Mechanic                                      | 27.67            |
| 23381       | Ground Support Equipment Servicer                                      | 24.59            |
| 23382       | Ground Support Equipment Worker                                        | 25.74            |
| 23391       | Gunsmith I                                                             | 23.73            |
| 23392       | Gunsmith II                                                            | 27.03            |
| 23393       | Gunsmith III                                                           | 29.99            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.60            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.79            |
| 23430       | Heavy Equipment Mechanic                                               | 28.27            |
| 23440       | Heavy Equipment Operator                                               | 29.87            |
| 23460       | Instrument Mechanic                                                    | 29.99            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.56            |
| 23470       | Laborer                                                                | 18.72            |
| 23510       | Locksmith                                                              | 25.96            |
| 23530       | Machinery Maintenance Mechanic                                         | 31.05            |
| 23550       | Machinist, Maintenance                                                 | 24.87            |
| 23580       | Maintenance Trades Helper                                              | 19.88            |
| 23591       | Metrology Technician I                                                 | 29.99            |
| 23592       | Metrology Technician II                                                | 31.38            |
| 23593       | Metrology Technician III                                               | 32.70            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23640       | Millwright                                        | 36.04       |             |
| 23710       | Office Appliance Repairer                         | 23.14       |             |
| 23760       | Painter, Maintenance                              | 25.83       |             |
| 23790       | Pipefitter, Maintenance                           | 31.62       |             |
| 23810       | Plumber, Maintenance                              | 30.20       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 29.99       |             |
| 23850       | Rigger                                            | 27.26       |             |
| 23870       | Scale Mechanic                                    | 27.03       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 27.94       |             |
| 23910       | Small Engine Mechanic                             | 21.41       |             |
| 23931       | Telecommunications Mechanic I                     | 31.01       |             |
| 23932       | Telecommunications Mechanic II                    | 32.32       |             |
| 23950       | Telephone Lineman                                 | 25.52       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.72       |             |
| 23965       | Well Driller                                      | 27.92       |             |
| 23970       | Woodcraft Worker                                  | 29.99       |             |
| 23980       | Woodworker                                        | 23.73       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.80       |             |
| 24570       | Child Care Attendant                              | 13.48       | ***         |
| 24580       | Child Care Center Clerk                           | 16.82       | ***         |
| 24610       | Chore Aide                                        | 14.91       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.80       |             |
| 24630       | Homemaker                                         | 18.80       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 31.55       |             |
| 25040       | Sewage Plant Operator                             | 26.08       |             |
| 25070       | Stationary Engineer                               | 31.55       |             |
| 25190       | Ventilation Equipment Tender                      | 23.22       |             |
| 25210       | Water Treatment Plant Operator                    | 26.08       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 24.62       |             |
| 27007       | Baggage Inspector                                 | 19.43       |             |
| 27008       | Corrections Officer                               | 25.39       |             |
| 27010       | Court Security Officer                            | 25.42       |             |
| 27030       | Detection Dog Handler                             | 21.73       |             |
| 27040       | Detention Officer                                 | 25.39       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27070       | Firefighter                                    | 24.86       |             |
| 27101       | Guard I                                        | 19.43       |             |
| 27102       | Guard II                                       | 21.73       |             |
| 27131       | Police Officer I                               | 28.58       |             |
| 27132       | Police Officer II                              | 31.76       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 16.10       | ***         |
| 28042       | Carnival Equipment Repairer                    | 17.22       | ***         |
| 28043       | Carnival Worker                                | 12.60       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 17.65       | ***         |
| 28310       | Lifeguard                                      | 12.47       | ***         |
| 28350       | Park Attendant (Aide)                          | 19.74       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.41       | ***         |
| 28515       | Recreation Specialist                          | 24.46       |             |
| 28630       | Sports Official                                | 15.73       | ***         |
| 28690       | Swimming Pool Operator                         | 20.48       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 30.45       |             |
| 29020       | Hatch Tender                                   | 30.45       |             |
| 29030       | Line Handler                                   | 30.45       |             |
| 29041       | Stevedore I                                    | 28.53       |             |
| 29042       | Stevedore II                                   | 31.64       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.11       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.17       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.53       |             |
| 30021       | Archeological Technician I                     | 20.33       |             |
| 30022       | Archeological Technician II                    | 22.75       |             |
| 30023       | Archeological Technician III                   | 28.17       |             |
| 30030       | Cartographic Technician                        | 28.17       |             |
| 30040       | Civil Engineering Technician                   | 31.74       |             |
| 30051       | Cryogenic Technician I                         | 31.20       |             |
| 30052       | Cryogenic Technician II                        | 34.45       |             |
| 30061       | Drafter/CAD Operator I                         | 20.33       |             |
| 30062       | Drafter/CAD Operator II                        | 22.75       |             |
| 30063       | Drafter/CAD Operator III                       | 25.34       |             |
| 30064       | Drafter/CAD Operator IV                        | 31.20       |             |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30081       | Engineering Technician I                                 | 18.37            |
| 30082       | Engineering Technician II                                | 20.63            |
| 30083       | Engineering Technician III                               | 23.08            |
| 30084       | Engineering Technician IV                                | 28.59            |
| 30085       | Engineering Technician V                                 | 34.96            |
| 30086       | Engineering Technician VI                                | 42.31            |
| 30090       | Environmental Technician                                 | 27.66            |
| 30095       | Evidence Control Specialist                              | 28.17            |
| 30210       | Laboratory Technician                                    | 26.75            |
| 30221       | Latent Fingerprint Technician I                          | 31.20            |
| 30222       | Latent Fingerprint Technician II                         | 34.45            |
| 30240       | Mathematical Technician                                  | 29.90            |
| 30361       | Paralegal/Legal Assistant I                              | 23.04            |
| 30362       | Paralegal/Legal Assistant II                             | 28.54            |
| 30363       | Paralegal/Legal Assistant III                            | 34.90            |
| 30364       | Paralegal/Legal Assistant IV                             | 42.23            |
| 30375       | Petroleum Supply Specialist                              | 34.45            |
| 30390       | Photo-Optics Technician                                  | 27.91            |
| 30395       | Radiation Control Technician                             | 34.45            |
| 30461       | Technical Writer I                                       | 28.99            |
| 30462       | Technical Writer II                                      | 35.46            |
| 30463       | Technical Writer III                                     | 42.90            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.57            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.99            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.34            |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.57            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.57            |
| 30501       | Weather Forecaster I                                     | 31.20            |
| 30502       | Weather Forecaster II                                    | 37.95            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.47 see 2      |
| 30621       | Weather Observer, Senior                                 | 28.17 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 36.99            |
| 31020       | Bus Aide                                                 | 16.72 ***        |
| 31030       | Bus Driver                                               | 22.66            |
| 31043       | Driver Courier                                           | 17.89            |
| 31260       | Parking and Lot Attendant                                | 13.43 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31290       | Shuttle Bus Driver              | 16.78       | ***         |
| 31310       | Taxi Driver                     | 11.67       | ***         |
| 31361       | Truckdriver, Light              | 19.23       |             |
| 31362       | Truckdriver, Medium             | 20.96       |             |
| 31363       | Truckdriver, Heavy              | 26.87       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 26.87       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 18.04       |             |
| 99030       | Cashier                         | 13.30       | ***         |
| 99050       | Desk Clerk                      | 14.41       | ***         |
| 99095       | Embalmer                        | 32.70       |             |
| 99130       | Flight Follower                 | 30.57       |             |
| 99251       | Laboratory Animal Caretaker I   | 15.72       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 16.90       | ***         |
| 99260       | Marketing Analyst               | 32.45       |             |
| 99310       | Mortician                       | 33.31       |             |
| 99410       | Pest Controller                 | 19.73       |             |
| 99510       | Photofinishing Worker           | 16.07       | ***         |
| 99710       | Recycling Laborer               | 24.34       |             |
| 99711       | Recycling Specialist            | 28.40       |             |
| 99730       | Refuse Collector                | 22.28       |             |
| 99810       | Sales Clerk                     | 14.72       | ***         |
| 99820       | School Crossing Guard           | 14.71       | ***         |
| 99830       | Survey Party Chief              | 32.15       |             |
| 99831       | Surveying Aide                  | 18.36       |             |
| 99832       | Surveying Technician            | 27.54       |             |
| 99840       | Vending Machine Attendant       | 17.91       |             |
| 99841       | Vending Machine Repairer        | 21.92       |             |
| 99842       | Vending Machine Repairer Helper | 17.91       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

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

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 employee (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)).

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## **Wage Determination No. : 2015-5941**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

## WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/06/2025

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio County of Erie

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

### Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 17.35 | ***  |
| 01012 | Accounting Clerk II                             | 19.47 |      |
| 01013 | Accounting Clerk III                            | 21.78 |      |
| 01020 | Administrative Assistant                        | 28.26 |      |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01035       | Court Reporter                       | 21.45       |             |
| 01041       | Customer Service Representative I    | 15.95       | ***         |
| 01042       | Customer Service Representative II   | 17.40       | ***         |
| 01043       | Customer Service Representative III  | 19.53       |             |
| 01051       | Data Entry Operator I                | 17.86       |             |
| 01052       | Data Entry Operator II               | 19.67       |             |
| 01060       | Dispatcher, Motor Vehicle            | 22.00       |             |
| 01070       | Document Preparation Clerk           | 17.08       | ***         |
| 01090       | Duplicating Machine Operator         | 17.08       | ***         |
| 01111       | General Clerk I                      | 15.85       | ***         |
| 01112       | General Clerk II                     | 17.30       | ***         |
| 01113       | General Clerk III                    | 19.42       |             |
| 01120       | Housing Referral Assistant           | 23.91       |             |
| 01141       | Messenger Courier                    | 14.80       | ***         |
| 01191       | Order Clerk I                        | 16.23       | ***         |
| 01192       | Order Clerk II                       | 17.71       | ***         |
| 01261       | Personnel Assistant (Employment) I   | 19.68       |             |
| 01262       | Personnel Assistant (Employment) II  | 22.01       |             |
| 01263       | Personnel Assistant (Employment) III | 24.55       |             |
| 01270       | Production Control Clerk             | 28.00       |             |
| 01290       | Rental Clerk                         | 17.37       | ***         |
| 01300       | Scheduler, Maintenance               | 19.18       |             |
| 01311       | Secretary I                          | 19.18       |             |
| 01312       | Secretary II                         | 21.45       |             |
| 01313       | Secretary III                        | 23.91       |             |
| 01320       | Service Order Dispatcher             | 19.67       |             |
| 01410       | Supply Technician                    | 28.26       |             |
| 01420       | Survey Worker                        | 17.90       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.09       | ***         |
| 01531       | Travel Clerk I                       | 17.08       | ***         |
| 01532       | Travel Clerk II                      | 19.18       |             |
| 01533       | Travel Clerk III                     | 21.02       |             |
| 01611       | Word Processor I                     | 17.08       | ***         |
| 01612       | Word Processor II                    | 19.18       |             |
| 01613       | Word Processor III                   | 21.45       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.73       |             |



| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05010       | Automotive Electrician                       | 20.86       |             |
| 05040       | Automotive Glass Installer                   | 20.03       |             |
| 05070       | Automotive Worker                            | 20.03       |             |
| 05110       | Mobile Equipment Servicer                    | 18.05       |             |
| 05130       | Motor Equipment Metal Mechanic               | 21.89       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.03       |             |
| 05190       | Motor Vehicle Mechanic                       | 21.89       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.90       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.07       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.03       |             |
| 05310       | Painter, Automotive                          | 20.86       |             |
| 05340       | Radiator Repair Specialist                   | 20.03       |             |
| 05370       | Tire Repairer                                | 18.05       |             |
| 05400       | Transmission Repair Specialist               | 21.89       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 15.35       | ***         |
| 07041       | Cook I                                       | 16.19       | ***         |
| 07042       | Cook II                                      | 18.45       |             |
| 07070       | Dishwasher                                   | 13.72       | ***         |
| 07130       | Food Service Worker                          | 12.99       | ***         |
| 07210       | Meat Cutter                                  | 17.64       | ***         |
| 07260       | Waiter/Waitress                              | 13.22       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.42       |             |
| 09040       | Furniture Handler                            | 15.57       | ***         |
| 09080       | Furniture Refinisher                         | 22.42       |             |
| 09090       | Furniture Refinisher Helper                  | 18.17       |             |
| 09110       | Furniture Repairer, Minor                    | 20.50       |             |
| 09130       | Upholsterer                                  | 22.42       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 17.91       |             |
| 11060       | Elevator Operator                            | 16.80       | ***         |
| 11090       | Gardener                                     | 21.70       |             |
| 11122       | Housekeeping Aide                            | 16.80       | ***         |
| 11150       | Janitor                                      | 16.80       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.49       | ***         |
| 11240       | Maid or Houseman                             | 14.53       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11260       | Pruner                                     | 16.09       | ***         |
| 11270       | Tractor Operator                           | 20.32       |             |
| 11330       | Trail Maintenance Worker                   | 17.49       | ***         |
| 11360       | Window Cleaner                             | 18.26       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 17.59       | ***         |
| 12011       | Breath Alcohol Technician                  | 25.65       |             |
| 12012       | Certified Occupational Therapist Assistant | 29.55       |             |
| 12015       | Certified Physical Therapist Assistant     | 29.14       |             |
| 12020       | Dental Assistant                           | 21.96       |             |
| 12025       | Dental Hygienist                           | 41.95       |             |
| 12030       | EKG Technician                             | 34.40       |             |
| 12035       | Electroneurodiagnostic Technologist        | 34.40       |             |
| 12040       | Emergency Medical Technician               | 17.59       | ***         |
| 12071       | Licensed Practical Nurse I                 | 22.94       |             |
| 12072       | Licensed Practical Nurse II                | 25.65       |             |
| 12073       | Licensed Practical Nurse III               | 28.59       |             |
| 12100       | Medical Assistant                          | 19.04       |             |
| 12130       | Medical Laboratory Technician              | 32.62       |             |
| 12160       | Medical Record Clerk                       | 19.75       |             |
| 12190       | Medical Record Technician                  | 22.09       |             |
| 12195       | Medical Transcriptionist                   | 22.94       |             |
| 12210       | Nuclear Medicine Technologist              | 43.03       |             |
| 12221       | Nursing Assistant I                        | 14.60       | ***         |
| 12222       | Nursing Assistant II                       | 16.43       | ***         |
| 12223       | Nursing Assistant III                      | 17.93       |             |
| 12224       | Nursing Assistant IV                       | 20.13       |             |
| 12235       | Optical Dispenser                          | 24.94       |             |
| 12236       | Optical Technician                         | 22.94       |             |
| 12250       | Pharmacy Technician                        | 17.75       |             |
| 12280       | Phlebotomist                               | 18.58       |             |
| 12305       | Radiologic Technologist                    | 35.16       |             |
| 12311       | Registered Nurse I                         | 26.99       |             |
| 12312       | Registered Nurse II                        | 33.00       |             |
| 12313       | Registered Nurse II, Specialist            | 33.00       |             |
| 12314       | Registered Nurse III                       | 39.93       |             |
| 12315       | Registered Nurse III, Anesthetist          | 39.93       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12316       | Registered Nurse IV                                  | 47.87       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.79       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 26.76       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.58       |             |
| 13012       | Exhibits Specialist II                               | 23.96       |             |
| 13013       | Exhibits Specialist III                              | 28.55       |             |
| 13041       | Illustrator I                                        | 20.35       |             |
| 13042       | Illustrator II                                       | 25.21       |             |
| 13043       | Illustrator III                                      | 30.83       |             |
| 13047       | Librarian                                            | 29.41       |             |
| 13050       | Library Aide/Clerk                                   | 13.28       | ***         |
| 13054       | Library Information Technology Systems Administrator | 22.30       |             |
| 13058       | Library Technician                                   | 17.17       | ***         |
| 13061       | Media Specialist I                                   | 16.09       | ***         |
| 13062       | Media Specialist II                                  | 18.01       |             |
| 13063       | Media Specialist III                                 | 20.07       |             |
| 13071       | Photographer I                                       | 17.00       | ***         |
| 13072       | Photographer II                                      | 19.02       |             |
| 13073       | Photographer III                                     | 23.56       |             |
| 13074       | Photographer IV                                      | 28.82       |             |
| 13075       | Photographer V                                       | 34.87       |             |
| 13090       | Technical Order Library Clerk                        | 16.33       | ***         |
| 13110       | Video Teleconference Technician                      | 19.15       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 19.76       |             |
| 14042       | Computer Operator II                                 | 22.11       |             |
| 14043       | Computer Operator III                                | 24.64       |             |
| 14044       | Computer Operator IV                                 | 27.39       |             |
| 14045       | Computer Operator V                                  | 30.33       |             |
| 14071       | Computer Programmer I                                | 22.13       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14150       | Peripheral Equipment Operator                           | 19.76       |             |
| 14160       | Personal Computer Support Technician                    | 27.39       |             |
| 14170       | System Support Specialist                               | 30.33       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 32.02       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.74       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.45       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 32.02       |             |
| 15060       | Educational Technologist                                | 31.76       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.45       |             |
| 15080       | Graphic Artist                                          | 22.97       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.45       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.45       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.45       |             |
| 15090       | Technical Instructor                                    | 21.22       |             |
| 15095       | Technical Instructor/Course Developer                   | 25.95       |             |
| 15110       | Test Proctor                                            | 17.13       | ***         |
| 15120       | Tutor                                                   | 17.13       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.73       | ***         |
| 16030       | Counter Attendant                                       | 12.73       | ***         |
| 16040       | Dry Cleaner                                             | 15.77       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.73       | ***         |
| 16090       | Presser, Hand                                           | 12.73       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.73       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.73       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.73       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.89       | ***         |
| 16220       | Tailor                                                  | 18.00       |             |
| 16250       | Washer, Machine                                         | 13.52       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.84       |             |
| 19040       | Tool And Die Maker                                      | 31.93       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 21.69       |             |
| 21030       | Material Coordinator                                    | 28.00       |             |
| 21040       | Material Expediter                                      | 28.00       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 21050       | Material Handling Laborer                         | 18.93       |             |
| 21071       | Order Filler                                      | 17.22       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 21.69       |             |
| 21110       | Shipping Packer                                   | 20.88       |             |
| 21130       | Shipping/Receiving Clerk                          | 20.88       |             |
| 21140       | Store Worker I                                    | 18.21       |             |
| 21150       | Stock Clerk                                       | 24.16       |             |
| 21210       | Tools And Parts Attendant                         | 21.69       |             |
| 21410       | Warehouse Specialist                              | 21.69       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 29.04       |             |
| 23019       | Aircraft Logs and Records Technician              | 24.59       |             |
| 23021       | Aircraft Mechanic I                               | 27.67       |             |
| 23022       | Aircraft Mechanic II                              | 29.04       |             |
| 23023       | Aircraft Mechanic III                             | 30.16       |             |
| 23040       | Aircraft Mechanic Helper                          | 22.45       |             |
| 23050       | Aircraft, Painter                                 | 26.74       |             |
| 23060       | Aircraft Servicer                                 | 24.59       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 26.74       |             |
| 23080       | Aircraft Worker                                   | 25.74       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 25.74       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 27.67       |             |
| 23110       | Appliance Mechanic                                | 28.34       |             |
| 23120       | Bicycle Repairer                                  | 23.73       |             |
| 23125       | Cable Splicer                                     | 42.30       |             |
| 23130       | Carpenter, Maintenance                            | 25.26       |             |
| 23140       | Carpet Layer                                      | 26.77       |             |
| 23160       | Electrician, Maintenance                          | 33.55       |             |
| 23181       | Electronics Technician Maintenance I              | 29.65       |             |
| 23182       | Electronics Technician Maintenance II             | 31.33       |             |
| 23183       | Electronics Technician Maintenance III            | 32.90       |             |
| 23260       | Fabric Worker                                     | 25.33       |             |
| 23290       | Fire Alarm System Mechanic                        | 26.09       |             |
| 23310       | Fire Extinguisher Repairer                        | 23.73       |             |
| 23311       | Fuel Distribution System Mechanic                 | 37.98       |             |
| 23312       | Fuel Distribution System Operator                 | 30.05       |             |
| 23370       | General Maintenance Worker                        | 22.85       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23380       | Ground Support Equipment Mechanic                                      | 27.67            |
| 23381       | Ground Support Equipment Servicer                                      | 24.59            |
| 23382       | Ground Support Equipment Worker                                        | 25.74            |
| 23391       | Gunsmith I                                                             | 23.73            |
| 23392       | Gunsmith II                                                            | 27.03            |
| 23393       | Gunsmith III                                                           | 29.74            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.60            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.79            |
| 23430       | Heavy Equipment Mechanic                                               | 28.27            |
| 23440       | Heavy Equipment Operator                                               | 27.15            |
| 23460       | Instrument Mechanic                                                    | 29.74            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.34            |
| 23470       | Laborer                                                                | 18.93            |
| 23510       | Locksmith                                                              | 28.34            |
| 23530       | Machinery Maintenance Mechanic                                         | 31.31            |
| 23550       | Machinist, Maintenance                                                 | 24.87            |
| 23580       | Maintenance Trades Helper                                              | 19.88            |
| 23591       | Metrology Technician I                                                 | 29.74            |
| 23592       | Metrology Technician II                                                | 30.86            |
| 23593       | Metrology Technician III                                               | 32.13            |
| 23640       | Millwright                                                             | 32.76            |
| 23710       | Office Appliance Repairer                                              | 25.45            |
| 23760       | Painter, Maintenance                                                   | 25.83            |
| 23790       | Pipefitter, Maintenance                                                | 30.93            |
| 23810       | Plumber, Maintenance                                                   | 29.47            |
| 23820       | Pneudraulic Systems Mechanic                                           | 29.74            |
| 23850       | Rigger                                                                 | 29.74            |
| 23870       | Scale Mechanic                                                         | 27.03            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 27.94            |
| 23910       | Small Engine Mechanic                                                  | 21.80            |
| 23931       | Telecommunications Mechanic I                                          | 29.74            |
| 23932       | Telecommunications Mechanic II                                         | 30.86            |
| 23950       | Telephone Lineman                                                      | 28.07            |
| 23960       | Welder, Combination, Maintenance                                       | 24.50            |
| 23965       | Well Driller                                                           | 27.92            |
| 23970       | Woodcraft Worker                                                       | 29.74            |
| 23980       | Woodworker                                                             | 23.73            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.06       |             |
| 24570       | Child Care Attendant                              | 13.48       | ***         |
| 24580       | Child Care Center Clerk                           | 16.82       | ***         |
| 24610       | Chore Aide                                        | 15.46       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.06       |             |
| 24630       | Homemaker                                         | 18.06       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 30.69       |             |
| 25040       | Sewage Plant Operator                             | 26.08       |             |
| 25070       | Stationary Engineer                               | 30.69       |             |
| 25190       | Ventilation Equipment Tender                      | 23.22       |             |
| 25210       | Water Treatment Plant Operator                    | 26.08       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 23.92       |             |
| 27007       | Baggage Inspector                                 | 19.54       |             |
| 27008       | Corrections Officer                               | 23.31       |             |
| 27010       | Court Security Officer                            | 23.31       |             |
| 27030       | Detection Dog Handler                             | 21.86       |             |
| 27040       | Detention Officer                                 | 23.31       |             |
| 27070       | Firefighter                                       | 23.31       |             |
| 27101       | Guard I                                           | 19.54       |             |
| 27102       | Guard II                                          | 21.86       |             |
| 27131       | Police Officer I                                  | 28.58       |             |
| 27132       | Police Officer II                                 | 31.76       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 16.59       | ***         |
| 28042       | Carnival Equipment Repairer                       | 17.83       |             |
| 28043       | Carnival Worker                                   | 12.79       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 16.74       | ***         |
| 28310       | Lifeguard                                         | 12.47       | ***         |
| 28350       | Park Attendant (Aide)                             | 18.73       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 13.67       | ***         |
| 28515       | Recreation Specialist                             | 23.20       |             |
| 28630       | Sports Official                                   | 14.92       | ***         |
| 28690       | Swimming Pool Operator                            | 22.37       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services    |             |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 29010       | Blocker And Bracer                             | 27.68            |
| 29020       | Hatch Tender                                   | 27.68            |
| 29030       | Line Handler                                   | 27.68            |
| 29041       | Stevedore I                                    | 25.94            |
| 29042       | Stevedore II                                   | 28.76            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.11            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.17            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.53            |
| 30021       | Archeological Technician I                     | 20.33            |
| 30022       | Archeological Technician II                    | 22.75            |
| 30023       | Archeological Technician III                   | 28.17            |
| 30030       | Cartographic Technician                        | 28.17            |
| 30040       | Civil Engineering Technician                   | 28.91            |
| 30051       | Cryogenic Technician I                         | 31.20            |
| 30052       | Cryogenic Technician II                        | 34.45            |
| 30061       | Drafter/CAD Operator I                         | 20.33            |
| 30062       | Drafter/CAD Operator II                        | 22.75            |
| 30063       | Drafter/CAD Operator III                       | 25.34            |
| 30064       | Drafter/CAD Operator IV                        | 31.20            |
| 30081       | Engineering Technician I                       | 18.37            |
| 30082       | Engineering Technician II                      | 20.63            |
| 30083       | Engineering Technician III                     | 23.08            |
| 30084       | Engineering Technician IV                      | 28.59            |
| 30085       | Engineering Technician V                       | 34.96            |
| 30086       | Engineering Technician VI                      | 42.31            |
| 30090       | Environmental Technician                       | 25.61            |
| 30095       | Evidence Control Specialist                    | 28.17            |
| 30210       | Laboratory Technician                          | 26.75            |
| 30221       | Latent Fingerprint Technician I                | 31.20            |
| 30222       | Latent Fingerprint Technician II               | 34.45            |
| 30240       | Mathematical Technician                        | 29.90            |
| 30361       | Paralegal/Legal Assistant I                    | 22.81            |
| 30362       | Paralegal/Legal Assistant II                   | 28.25            |
| 30363       | Paralegal/Legal Assistant III                  | 34.55            |
| 30364       | Paralegal/Legal Assistant IV                   | 41.81            |
| 30375       | Petroleum Supply Specialist                    | 34.45            |



| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30390       | Photo-Optics Technician                                  | 27.91       |             |
| 30395       | Radiation Control Technician                             | 34.45       |             |
| 30461       | Technical Writer I                                       | 28.99       |             |
| 30462       | Technical Writer II                                      | 35.46       |             |
| 30463       | Technical Writer III                                     | 42.90       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.57       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.99       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.34       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.57       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.57       |             |
| 30501       | Weather Forecaster I                                     | 31.20       |             |
| 30502       | Weather Forecaster II                                    | 37.95       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.47       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.17       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 36.99       |             |
| 31020       | Bus Aide                                                 | 15.20       | ***         |
| 31030       | Bus Driver                                               | 20.60       |             |
| 31043       | Driver Courier                                           | 17.56       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.43       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.42       | ***         |
| 31310       | Taxi Driver                                              | 11.67       | ***         |
| 31361       | Truckdriver, Light                                       | 18.75       |             |
| 31362       | Truckdriver, Medium                                      | 19.81       |             |
| 31363       | Truckdriver, Heavy                                       | 26.87       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 26.87       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 18.04       |             |
| 99030       | Cashier                                                  | 13.30       | ***         |
| 99050       | Desk Clerk                                               | 14.30       | ***         |
| 99095       | Embalmer                                                 | 32.70       |             |
| 99130       | Flight Follower                                          | 30.57       |             |
| 99251       | Laboratory Animal Caretaker I                            | 15.72       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 16.90       | ***         |
| 99260       | Marketing Analyst                                        | 29.50       |             |
| 99310       | Mortician                                                | 33.31       |             |
| 99410       | Pest Controller                                          | 19.73       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99510       | Photofinishing Worker           | 16.07       | ***         |
| 99710       | Recycling Laborer               | 23.83       |             |
| 99711       | Recycling Specialist            | 27.69       |             |
| 99730       | Refuse Collector                | 21.93       |             |
| 99810       | Sales Clerk                     | 14.41       | ***         |
| 99820       | School Crossing Guard           | 16.18       | ***         |
| 99830       | Survey Party Chief              | 29.23       |             |
| 99831       | Surveying Aide                  | 16.69       | ***         |
| 99832       | Surveying Technician            | 25.04       |             |
| 99840       | Vending Machine Attendant       | 17.91       |             |
| 99841       | Vending Machine Repairer        | 21.92       |             |
| 99842       | Vending Machine Repairer Helper | 17.91       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

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

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5943**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/06/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio County of Ottawa

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.35       | ***         |
| 01012       | Accounting Clerk II                             | 19.47       |             |
| 01013       | Accounting Clerk III                            | 21.78       |             |
| 01020       | Administrative Assistant                        | 28.26       |             |
| 01035       | Court Reporter                                  | 22.78       |             |
| 01041       | Customer Service Representative I               | 15.95       | ***         |
| 01042       | Customer Service Representative II              | 17.40       | ***         |
| 01043       | Customer Service Representative III             | 19.53       |             |
| 01051       | Data Entry Operator I                           | 17.55       | ***         |
| 01052       | Data Entry Operator II                          | 19.14       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 22.00       |             |
| 01070       | Document Preparation Clerk                      | 17.08       | ***         |
| 01090       | Duplicating Machine Operator                    | 17.08       | ***         |
| 01111       | General Clerk I                                 | 15.85       | ***         |
| 01112       | General Clerk II                                | 17.30       | ***         |
| 01113       | General Clerk III                               | 19.42       |             |
| 01120       | Housing Referral Assistant                      | 23.91       |             |
| 01141       | Messenger Courier                               | 14.80       | ***         |
| 01191       | Order Clerk I                                   | 16.23       | ***         |
| 01192       | Order Clerk II                                  | 17.71       | ***         |
| 01261       | Personnel Assistant (Employment) I              | 19.68       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01262       | Personnel Assistant (Employment) II      | 22.01       |             |
| 01263       | Personnel Assistant (Employment) III     | 24.55       |             |
| 01270       | Production Control Clerk                 | 28.00       |             |
| 01290       | Rental Clerk                             | 17.37       | ***         |
| 01300       | Scheduler, Maintenance                   | 19.18       |             |
| 01311       | Secretary I                              | 19.18       |             |
| 01312       | Secretary II                             | 21.45       |             |
| 01313       | Secretary III                            | 23.91       |             |
| 01320       | Service Order Dispatcher                 | 19.67       |             |
| 01410       | Supply Technician                        | 28.26       |             |
| 01420       | Survey Worker                            | 17.90       |             |
| 01460       | Switchboard Operator/Receptionist        | 16.09       | ***         |
| 01531       | Travel Clerk I                           | 17.08       | ***         |
| 01532       | Travel Clerk II                          | 19.18       |             |
| 01533       | Travel Clerk III                         | 21.02       |             |
| 01611       | Word Processor I                         | 17.08       | ***         |
| 01612       | Word Processor II                        | 19.18       |             |
| 01613       | Word Processor III                       | 21.45       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 22.73       |             |
| 05010       | Automotive Electrician                   | 20.42       |             |
| 05040       | Automotive Glass Installer               | 19.76       |             |
| 05070       | Automotive Worker                        | 19.76       |             |
| 05110       | Mobile Equipment Servicer                | 18.05       |             |
| 05130       | Motor Equipment Metal Mechanic           | 21.89       |             |
| 05160       | Motor Equipment Metal Worker             | 20.03       |             |
| 05190       | Motor Vehicle Mechanic                   | 20.47       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 16.90       | ***         |
| 05250       | Motor Vehicle Upholstery Worker          | 19.09       |             |
| 05280       | Motor Vehicle Wrecker                    | 20.36       |             |
| 05310       | Painter, Automotive                      | 20.42       |             |
| 05340       | Radiator Repair Specialist               | 20.03       |             |
| 05370       | Tire Repairer                            | 18.05       |             |
| 05400       | Transmission Repair Specialist           | 21.07       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 15.35       | ***         |
| 07041       | Cook I                                   | 16.19       | ***         |



| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 18.45       |             |
| 07070       | Dishwasher                                   | 13.72       | ***         |
| 07130       | Food Service Worker                          | 12.99       | ***         |
| 07210       | Meat Cutter                                  | 17.64       | ***         |
| 07260       | Waiter/Waitress                              | 12.87       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.37       |             |
| 09040       | Furniture Handler                            | 15.64       | ***         |
| 09080       | Furniture Refinisher                         | 22.42       |             |
| 09090       | Furniture Refinisher Helper                  | 18.17       |             |
| 09110       | Furniture Repairer, Minor                    | 20.50       |             |
| 09130       | Upholsterer                                  | 21.40       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 17.91       |             |
| 11060       | Elevator Operator                            | 16.80       | ***         |
| 11090       | Gardener                                     | 21.70       |             |
| 11122       | Housekeeping Aide                            | 16.80       | ***         |
| 11150       | Janitor                                      | 16.80       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.49       | ***         |
| 11240       | Maid or Houseman                             | 14.53       | ***         |
| 11260       | Pruner                                       | 16.09       | ***         |
| 11270       | Tractor Operator                             | 20.32       |             |
| 11330       | Trail Maintenance Worker                     | 17.49       | ***         |
| 11360       | Window Cleaner                               | 18.26       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 16.98       | ***         |
| 12011       | Breath Alcohol Technician                    | 25.65       |             |
| 12012       | Certified Occupational Therapist Assistant   | 29.55       |             |
| 12015       | Certified Physical Therapist Assistant       | 29.14       |             |
| 12020       | Dental Assistant                             | 21.96       |             |
| 12025       | Dental Hygienist                             | 41.95       |             |
| 12030       | EKG Technician                               | 34.40       |             |
| 12035       | Electroneurodiagnostic Technologist          | 34.40       |             |
| 12040       | Emergency Medical Technician                 | 16.98       | ***         |
| 12071       | Licensed Practical Nurse I                   | 22.94       |             |
| 12072       | Licensed Practical Nurse II                  | 25.65       |             |
| 12073       | Licensed Practical Nurse III                 | 28.59       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 19.04       |             |
| 12130       | Medical Laboratory Technician                        | 32.62       |             |
| 12160       | Medical Record Clerk                                 | 19.75       |             |
| 12190       | Medical Record Technician                            | 22.09       |             |
| 12195       | Medical Transcriptionist                             | 22.94       |             |
| 12210       | Nuclear Medicine Technologist                        | 43.03       |             |
| 12221       | Nursing Assistant I                                  | 14.60       | ***         |
| 12222       | Nursing Assistant II                                 | 16.43       | ***         |
| 12223       | Nursing Assistant III                                | 17.93       |             |
| 12224       | Nursing Assistant IV                                 | 20.13       |             |
| 12235       | Optical Dispenser                                    | 24.94       |             |
| 12236       | Optical Technician                                   | 22.94       |             |
| 12250       | Pharmacy Technician                                  | 17.75       |             |
| 12280       | Phlebotomist                                         | 18.58       |             |
| 12305       | Radiologic Technologist                              | 35.16       |             |
| 12311       | Registered Nurse I                                   | 26.99       |             |
| 12312       | Registered Nurse II                                  | 33.00       |             |
| 12313       | Registered Nurse II, Specialist                      | 33.00       |             |
| 12314       | Registered Nurse III                                 | 39.93       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.93       |             |
| 12316       | Registered Nurse IV                                  | 47.87       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 31.79       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 26.76       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 19.52       |             |
| 13012       | Exhibits Specialist II                               | 24.20       |             |
| 13013       | Exhibits Specialist III                              | 29.60       |             |
| 13041       | Illustrator I                                        | 19.52       |             |
| 13042       | Illustrator II                                       | 24.20       |             |
| 13043       | Illustrator III                                      | 29.60       |             |
| 13047       | Librarian                                            | 26.79       |             |
| 13050       | Library Aide/Clerk                                   | 13.00       | ***         |
| 13054       | Library Information Technology Systems Administrator | 24.20       |             |
| 13058       | Library Technician                                   | 16.47       | ***         |
| 13061       | Media Specialist I                                   | 17.46       | ***         |
| 13062       | Media Specialist II                                  | 19.52       |             |
| 13063       | Media Specialist III                                 | 21.78       |             |

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 16.89       | ***         |
| 13072       | Photographer II                                 | 19.02       |             |
| 13073       | Photographer III                                | 23.56       |             |
| 13074       | Photographer IV                                 | 28.69       |             |
| 13075       | Photographer V                                  | 34.69       |             |
| 13090       | Technical Order Library Clerk                   | 16.33       | ***         |
| 13110       | Video Teleconference Technician                 | 21.84       |             |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 19.76       |             |
| 14042       | Computer Operator II                            | 22.11       |             |
| 14043       | Computer Operator III                           | 24.64       |             |
| 14044       | Computer Operator IV                            | 27.38       |             |
| 14045       | Computer Operator V                             | 30.33       |             |
| 14071       | Computer Programmer I                           | 21.93       | see 1       |
| 14072       | Computer Programmer II                          |             | see 1       |
| 14073       | Computer Programmer III                         |             | see 1       |
| 14074       | Computer Programmer IV                          |             | see 1       |
| 14101       | Computer Systems Analyst I                      |             | see 1       |
| 14102       | Computer Systems Analyst II                     |             | see 1       |
| 14103       | Computer Systems Analyst III                    |             | see 1       |
| 14150       | Peripheral Equipment Operator                   | 19.76       |             |
| 14160       | Personal Computer Support Technician            | 28.68       |             |
| 14170       | System Support Specialist                       | 30.33       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 32.02       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 38.74       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 46.45       |             |
| 15050       | Computer Based Training Specialist / Instructor | 32.02       |             |
| 15060       | Educational Technologist                        | 31.76       |             |
| 15070       | Flight Instructor (Pilot)                       | 46.45       |             |
| 15080       | Graphic Artist                                  | 22.97       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 46.45       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 46.45       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 46.45       |             |
| 15090       | Technical Instructor                            | 21.22       |             |
| 15095       | Technical Instructor/Course Developer           | 25.95       |             |
| 15110       | Test Proctor                                    | 17.13       | ***         |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15120       | Tutor                                                   | 17.13       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.73       | ***         |
| 16030       | Counter Attendant                                       | 12.73       | ***         |
| 16040       | Dry Cleaner                                             | 15.77       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.73       | ***         |
| 16090       | Presser, Hand                                           | 12.73       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.73       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.73       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.73       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.89       | ***         |
| 16220       | Tailor                                                  | 18.00       |             |
| 16250       | Washer, Machine                                         | 13.52       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.84       |             |
| 19040       | Tool And Die Maker                                      | 31.93       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 21.69       |             |
| 21030       | Material Coordinator                                    | 28.00       |             |
| 21040       | Material Expediter                                      | 28.00       |             |
| 21050       | Material Handling Laborer                               | 18.93       |             |
| 21071       | Order Filler                                            | 17.22       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 21.69       |             |
| 21110       | Shipping Packer                                         | 20.88       |             |
| 21130       | Shipping/Receiving Clerk                                | 20.88       |             |
| 21140       | Store Worker I                                          | 18.21       |             |
| 21150       | Stock Clerk                                             | 24.16       |             |
| 21210       | Tools And Parts Attendant                               | 21.69       |             |
| 21410       | Warehouse Specialist                                    | 21.69       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 30.86       |             |
| 23019       | Aircraft Logs and Records Technician                    | 25.91       |             |
| 23021       | Aircraft Mechanic I                                     | 29.74       |             |
| 23022       | Aircraft Mechanic II                                    | 30.86       |             |
| 23023       | Aircraft Mechanic III                                   | 32.13       |             |
| 23040       | Aircraft Mechanic Helper                                | 22.97       |             |
| 23050       | Aircraft, Painter                                       | 28.34       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23060       | Aircraft Servicer                                                      | 25.91            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 28.34            |
| 23080       | Aircraft Worker                                                        | 27.22            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 27.22            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 29.74            |
| 23110       | Appliance Mechanic                                                     | 28.34            |
| 23120       | Bicycle Repairer                                                       | 23.73            |
| 23125       | Cable Splicer                                                          | 42.30            |
| 23130       | Carpenter, Maintenance                                                 | 25.26            |
| 23140       | Carpet Layer                                                           | 26.79            |
| 23160       | Electrician, Maintenance                                               | 33.55            |
| 23181       | Electronics Technician Maintenance I                                   | 29.65            |
| 23182       | Electronics Technician Maintenance II                                  | 31.33            |
| 23183       | Electronics Technician Maintenance III                                 | 32.90            |
| 23260       | Fabric Worker                                                          | 25.33            |
| 23290       | Fire Alarm System Mechanic                                             | 26.09            |
| 23310       | Fire Extinguisher Repairer                                             | 23.73            |
| 23311       | Fuel Distribution System Mechanic                                      | 37.98            |
| 23312       | Fuel Distribution System Operator                                      | 30.05            |
| 23370       | General Maintenance Worker                                             | 22.85            |
| 23380       | Ground Support Equipment Mechanic                                      | 29.74            |
| 23381       | Ground Support Equipment Servicer                                      | 25.91            |
| 23382       | Ground Support Equipment Worker                                        | 27.22            |
| 23391       | Gunsmith I                                                             | 23.73            |
| 23392       | Gunsmith II                                                            | 27.03            |
| 23393       | Gunsmith III                                                           | 29.74            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.60            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.79            |
| 23430       | Heavy Equipment Mechanic                                               | 29.13            |
| 23440       | Heavy Equipment Operator                                               | 28.09            |
| 23460       | Instrument Mechanic                                                    | 29.74            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.34            |
| 23470       | Laborer                                                                | 18.93            |
| 23510       | Locksmith                                                              | 28.34            |
| 23530       | Machinery Maintenance Mechanic                                         | 31.31            |
| 23550       | Machinist, Maintenance                                                 | 24.87            |
| 23580       | Maintenance Trades Helper                                              | 19.88            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23591       | Metrology Technician I                            | 29.74       |             |
| 23592       | Metrology Technician II                           | 30.86       |             |
| 23593       | Metrology Technician III                          | 32.13       |             |
| 23640       | Millwright                                        | 32.76       |             |
| 23710       | Office Appliance Repairer                         | 26.20       |             |
| 23760       | Painter, Maintenance                              | 25.83       |             |
| 23790       | Pipefitter, Maintenance                           | 30.93       |             |
| 23810       | Plumber, Maintenance                              | 29.47       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 29.74       |             |
| 23850       | Rigger                                            | 29.74       |             |
| 23870       | Scale Mechanic                                    | 27.03       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 29.74       |             |
| 23910       | Small Engine Mechanic                             | 21.14       |             |
| 23931       | Telecommunications Mechanic I                     | 29.74       |             |
| 23932       | Telecommunications Mechanic II                    | 30.86       |             |
| 23950       | Telephone Lineman                                 | 28.07       |             |
| 23960       | Welder, Combination, Maintenance                  | 24.50       |             |
| 23965       | Well Driller                                      | 27.92       |             |
| 23970       | Woodcraft Worker                                  | 29.74       |             |
| 23980       | Woodworker                                        | 23.73       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.06       |             |
| 24570       | Child Care Attendant                              | 12.44       | ***         |
| 24580       | Child Care Center Clerk                           | 15.52       | ***         |
| 24610       | Chore Aide                                        | 15.46       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.06       |             |
| 24630       | Homemaker                                         | 18.06       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 30.69       |             |
| 25040       | Sewage Plant Operator                             | 26.08       |             |
| 25070       | Stationary Engineer                               | 30.69       |             |
| 25190       | Ventilation Equipment Tender                      | 23.22       |             |
| 25210       | Water Treatment Plant Operator                    | 26.08       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 23.92       |             |
| 27007       | Baggage Inspector                                 | 19.54       |             |
| 27008       | Corrections Officer                               | 23.31       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27010       | Court Security Officer                         | 23.31       |             |
| 27030       | Detection Dog Handler                          | 21.86       |             |
| 27040       | Detention Officer                              | 23.31       |             |
| 27070       | Firefighter                                    | 23.12       |             |
| 27101       | Guard I                                        | 19.54       |             |
| 27102       | Guard II                                       | 21.86       |             |
| 27131       | Police Officer I                               | 28.58       |             |
| 27132       | Police Officer II                              | 31.76       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 16.59       | ***         |
| 28042       | Carnival Equipment Repairer                    | 17.83       |             |
| 28043       | Carnival Worker                                | 12.79       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 16.74       | ***         |
| 28310       | Lifeguard                                      | 13.09       | ***         |
| 28350       | Park Attendant (Aide)                          | 18.73       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 13.67       | ***         |
| 28515       | Recreation Specialist                          | 23.20       |             |
| 28630       | Sports Official                                | 14.92       | ***         |
| 28690       | Swimming Pool Operator                         | 20.32       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 27.68       |             |
| 29020       | Hatch Tender                                   | 27.68       |             |
| 29030       | Line Handler                                   | 27.68       |             |
| 29041       | Stevedore I                                    | 25.94       |             |
| 29042       | Stevedore II                                   | 29.25       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 48.11       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 33.17       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 36.53       |             |
| 30021       | Archeological Technician I                     | 20.33       |             |
| 30022       | Archeological Technician II                    | 22.75       |             |
| 30023       | Archeological Technician III                   | 28.17       |             |
| 30030       | Cartographic Technician                        | 28.17       |             |
| 30040       | Civil Engineering Technician                   | 28.91       |             |
| 30051       | Cryogenic Technician I                         | 31.20       |             |
| 30052       | Cryogenic Technician II                        | 34.45       |             |
| 30061       | Drafter/CAD Operator I                         | 20.33       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30062       | Drafter/CAD Operator II                                  | 22.75            |
| 30063       | Drafter/CAD Operator III                                 | 25.34            |
| 30064       | Drafter/CAD Operator IV                                  | 31.20            |
| 30081       | Engineering Technician I                                 | 18.21            |
| 30082       | Engineering Technician II                                | 20.44            |
| 30083       | Engineering Technician III                               | 22.87            |
| 30084       | Engineering Technician IV                                | 28.33            |
| 30085       | Engineering Technician V                                 | 34.65            |
| 30086       | Engineering Technician VI                                | 41.93            |
| 30090       | Environmental Technician                                 | 24.55            |
| 30095       | Evidence Control Specialist                              | 28.17            |
| 30210       | Laboratory Technician                                    | 26.75            |
| 30221       | Latent Fingerprint Technician I                          | 31.20            |
| 30222       | Latent Fingerprint Technician II                         | 34.45            |
| 30240       | Mathematical Technician                                  | 29.90            |
| 30361       | Paralegal/Legal Assistant I                              | 22.81            |
| 30362       | Paralegal/Legal Assistant II                             | 28.25            |
| 30363       | Paralegal/Legal Assistant III                            | 34.55            |
| 30364       | Paralegal/Legal Assistant IV                             | 41.81            |
| 30375       | Petroleum Supply Specialist                              | 34.45            |
| 30390       | Photo-Optics Technician                                  | 27.91            |
| 30395       | Radiation Control Technician                             | 34.45            |
| 30461       | Technical Writer I                                       | 28.99            |
| 30462       | Technical Writer II                                      | 35.46            |
| 30463       | Technical Writer III                                     | 42.90            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 30.57            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 36.99            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 44.34            |
| 30494       | Unexploded (UXO) Safety Escort                           | 30.57            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 30.57            |
| 30501       | Weather Forecaster I                                     | 31.20            |
| 30502       | Weather Forecaster II                                    | 37.95            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.34 see 2      |
| 30621       | Weather Observer, Senior                                 | 28.17 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 36.99            |
| 31020       | Bus Aide                                                 | 15.20 ***        |



| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 20.60       |             |
| 31043       | Driver Courier                  | 17.56       | ***         |
| 31260       | Parking and Lot Attendant       | 13.43       | ***         |
| 31290       | Shuttle Bus Driver              | 15.25       | ***         |
| 31310       | Taxi Driver                     | 11.67       | ***         |
| 31361       | Truckdriver, Light              | 18.75       |             |
| 31362       | Truckdriver, Medium             | 19.81       |             |
| 31363       | Truckdriver, Heavy              | 26.87       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 26.87       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 18.04       |             |
| 99030       | Cashier                         | 13.30       | ***         |
| 99050       | Desk Clerk                      | 14.30       | ***         |
| 99095       | Embalmer                        | 30.69       |             |
| 99130       | Flight Follower                 | 30.57       |             |
| 99251       | Laboratory Animal Caretaker I   | 15.72       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 16.90       | ***         |
| 99260       | Marketing Analyst               | 29.50       |             |
| 99310       | Mortician                       | 30.69       |             |
| 99410       | Pest Controller                 | 19.73       |             |
| 99510       | Photofinishing Worker           | 16.07       | ***         |
| 99710       | Recycling Laborer               | 23.83       |             |
| 99711       | Recycling Specialist            | 27.69       |             |
| 99730       | Refuse Collector                | 21.89       |             |
| 99810       | Sales Clerk                     | 14.41       | ***         |
| 99820       | School Crossing Guard           | 16.18       | ***         |
| 99830       | Survey Party Chief              | 25.64       |             |
| 99831       | Surveying Aide                  | 17.41       | ***         |
| 99832       | Surveying Technician            | 25.04       |             |
| 99840       | Vending Machine Attendant       | 19.95       |             |
| 99841       | Vending Machine Repairer        | 22.12       |             |
| 99842       | Vending Machine Repairer Helper | 19.95       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

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

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5945**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

# EMPLOYMENT STANDARDS ADMINISTRATION

## WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Indiana

Area: Indiana County of Tipton

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

### Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 18.40     |
| 01012 | Accounting Clerk II                             | 20.65     |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01013       | Accounting Clerk III                 | 23.10       |             |
| 01020       | Administrative Assistant             | 25.97       |             |
| 01035       | Court Reporter                       | 22.59       |             |
| 01041       | Customer Service Representative I    | 16.35       | ***         |
| 01042       | Customer Service Representative II   | 17.84       |             |
| 01043       | Customer Service Representative III  | 20.02       |             |
| 01051       | Data Entry Operator I                | 16.15       | ***         |
| 01052       | Data Entry Operator II               | 17.62       | ***         |
| 01060       | Dispatcher, Motor Vehicle            | 23.28       |             |
| 01070       | Document Preparation Clerk           | 15.50       | ***         |
| 01090       | Duplicating Machine Operator         | 15.50       | ***         |
| 01111       | General Clerk I                      | 16.21       | ***         |
| 01112       | General Clerk II                     | 17.69       | ***         |
| 01113       | General Clerk III                    | 19.86       |             |
| 01120       | Housing Referral Assistant           | 22.77       |             |
| 01141       | Messenger Courier                    | 13.53       | ***         |
| 01191       | Order Clerk I                        | 19.86       |             |
| 01192       | Order Clerk II                       | 21.67       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.15       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.42       |             |
| 01263       | Personnel Assistant (Employment) III | 23.87       |             |
| 01270       | Production Control Clerk             | 28.45       |             |
| 01290       | Rental Clerk                         | 17.38       | ***         |
| 01300       | Scheduler, Maintenance               | 18.26       |             |
| 01311       | Secretary I                          | 18.26       |             |
| 01312       | Secretary II                         | 20.43       |             |
| 01313       | Secretary III                        | 22.77       |             |
| 01320       | Service Order Dispatcher             | 20.81       |             |
| 01410       | Supply Technician                    | 25.97       |             |
| 01420       | Survey Worker                        | 19.18       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.96       | ***         |
| 01531       | Travel Clerk I                       | 16.61       | ***         |
| 01532       | Travel Clerk II                      | 18.58       |             |
| 01533       | Travel Clerk III                     | 19.82       |             |
| 01611       | Word Processor I                     | 16.61       | ***         |
| 01612       | Word Processor II                    | 18.65       |             |
| 01613       | Word Processor III                   | 20.86       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 24.12       |             |
| 05010       | Automotive Electrician                       | 21.27       |             |
| 05040       | Automotive Glass Installer                   | 20.15       |             |
| 05070       | Automotive Worker                            | 20.15       |             |
| 05110       | Mobile Equipment Servicer                    | 17.93       |             |
| 05130       | Motor Equipment Metal Mechanic               | 22.17       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.15       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.17       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 16.71       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.10       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.15       |             |
| 05310       | Painter, Automotive                          | 21.27       |             |
| 05340       | Radiator Repair Specialist                   | 20.15       |             |
| 05370       | Tire Repairer                                | 17.34       | ***         |
| 05400       | Transmission Repair Specialist               | 22.17       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 17.66       | ***         |
| 07041       | Cook I                                       | 15.77       | ***         |
| 07042       | Cook II                                      | 17.75       |             |
| 07070       | Dishwasher                                   | 12.39       | ***         |
| 07130       | Food Service Worker                          | 14.99       | ***         |
| 07210       | Meat Cutter                                  | 17.89       |             |
| 07260       | Waiter/Waitress                              | 13.16       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.88       |             |
| 09040       | Furniture Handler                            | 15.60       | ***         |
| 09080       | Furniture Refinisher                         | 23.35       |             |
| 09090       | Furniture Refinisher Helper                  | 18.62       |             |
| 09110       | Furniture Repairer, Minor                    | 21.03       |             |
| 09130       | Upholsterer                                  | 21.88       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 18.35       |             |
| 11060       | Elevator Operator                            | 18.05       |             |
| 11090       | Gardener                                     | 22.51       |             |
| 11122       | Housekeeping Aide                            | 16.71       | ***         |
| 11150       | Janitor                                      | 16.71       | ***         |



| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11210       | Laborer, Grounds Maintenance               | 17.69       | ***         |
| 11240       | Maid or Houseman                           | 15.09       | ***         |
| 11260       | Pruner                                     | 16.06       | ***         |
| 11270       | Tractor Operator                           | 20.98       |             |
| 11330       | Trail Maintenance Worker                   | 17.69       | ***         |
| 11360       | Window Cleaner                             | 18.30       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 19.03       |             |
| 12011       | Breath Alcohol Technician                  | 26.40       |             |
| 12012       | Certified Occupational Therapist Assistant | 31.97       |             |
| 12015       | Certified Physical Therapist Assistant     | 30.69       |             |
| 12020       | Dental Assistant                           | 23.56       |             |
| 12025       | Dental Hygienist                           | 40.91       |             |
| 12030       | EKG Technician                             | 28.63       |             |
| 12035       | Electroneurodiagnostic Technologist        | 28.63       |             |
| 12040       | Emergency Medical Technician               | 19.03       |             |
| 12071       | Licensed Practical Nurse I                 | 23.61       |             |
| 12072       | Licensed Practical Nurse II                | 26.40       |             |
| 12073       | Licensed Practical Nurse III               | 29.44       |             |
| 12100       | Medical Assistant                          | 20.04       |             |
| 12130       | Medical Laboratory Technician              | 28.10       |             |
| 12160       | Medical Record Clerk                       | 21.05       |             |
| 12190       | Medical Record Technician                  | 23.54       |             |
| 12195       | Medical Transcriptionist                   | 21.32       |             |
| 12210       | Nuclear Medicine Technologist              | 52.77       |             |
| 12221       | Nursing Assistant I                        | 13.31       | ***         |
| 12222       | Nursing Assistant II                       | 14.98       | ***         |
| 12223       | Nursing Assistant III                      | 16.35       | ***         |
| 12224       | Nursing Assistant IV                       | 18.35       |             |
| 12235       | Optical Dispenser                          | 18.10       |             |
| 12236       | Optical Technician                         | 21.46       |             |
| 12250       | Pharmacy Technician                        | 19.35       |             |
| 12280       | Phlebotomist                               | 18.74       |             |
| 12305       | Radiologic Technologist                    | 37.74       |             |
| 12311       | Registered Nurse I                         | 26.46       |             |
| 12312       | Registered Nurse II                        | 32.36       |             |
| 12313       | Registered Nurse II, Specialist            | 32.36       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12314       | Registered Nurse III                                 | 39.15       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 39.15       |             |
| 12316       | Registered Nurse IV                                  | 46.94       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 32.74       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 23.07       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 18.43       |             |
| 13012       | Exhibits Specialist II                               | 22.84       |             |
| 13013       | Exhibits Specialist III                              | 27.93       |             |
| 13041       | Illustrator I                                        | 18.43       |             |
| 13042       | Illustrator II                                       | 22.84       |             |
| 13043       | Illustrator III                                      | 27.93       |             |
| 13047       | Librarian                                            | 25.28       |             |
| 13050       | Library Aide/Clerk                                   | 13.34       | ***         |
| 13054       | Library Information Technology Systems Administrator | 22.84       |             |
| 13058       | Library Technician                                   | 15.04       | ***         |
| 13061       | Media Specialist I                                   | 16.47       | ***         |
| 13062       | Media Specialist II                                  | 18.43       |             |
| 13063       | Media Specialist III                                 | 20.55       |             |
| 13071       | Photographer I                                       | 17.11       | ***         |
| 13072       | Photographer II                                      | 19.13       |             |
| 13073       | Photographer III                                     | 23.71       |             |
| 13074       | Photographer IV                                      | 29.00       |             |
| 13075       | Photographer V                                       | 35.08       |             |
| 13090       | Technical Order Library Clerk                        | 16.25       | ***         |
| 13110       | Video Teleconference Technician                      | 16.47       | ***         |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 22.31       |             |
| 14042       | Computer Operator II                                 | 24.96       |             |
| 14043       | Computer Operator III                                | 27.83       |             |
| 14044       | Computer Operator IV                                 | 30.92       |             |
| 14045       | Computer Operator V                                  | 34.24       |             |
| 14071       | Computer Programmer I                                | 23.42       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 22.31       |             |
| 14160       | Personal Computer Support Technician                    | 30.92       |             |
| 14170       | System Support Specialist                               | 34.24       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 33.87       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 40.97       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 49.11       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 33.87       |             |
| 15060       | Educational Technologist                                | 31.42       |             |
| 15070       | Flight Instructor (Pilot)                               | 49.11       |             |
| 15080       | Graphic Artist                                          | 24.82       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 49.11       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.11       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.11       |             |
| 15090       | Technical Instructor                                    | 23.51       |             |
| 15095       | Technical Instructor/Course Developer                   | 28.77       |             |
| 15110       | Test Proctor                                            | 18.99       |             |
| 15120       | Tutor                                                   | 18.99       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.17       | ***         |
| 16030       | Counter Attendant                                       | 12.17       | ***         |
| 16040       | Dry Cleaner                                             | 14.99       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.17       | ***         |
| 16090       | Presser, Hand                                           | 12.17       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.17       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.17       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.17       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.04       | ***         |
| 16220       | Tailor                                                  | 17.07       | ***         |
| 16250       | Washer, Machine                                         | 12.84       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.05       |             |
| 19040       | Tool And Die Maker                                      | 30.30       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 23.12       |             |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21030       | Material Coordinator                              | 28.45            |
| 21040       | Material Expediter                                | 28.45            |
| 21050       | Material Handling Laborer                         | 19.25            |
| 21071       | Order Filler                                      | 17.18 ***        |
| 21080       | Production Line Worker (Food Processing)          | 23.12            |
| 21110       | Shipping Packer                                   | 22.45            |
| 21130       | Shipping/Receiving Clerk                          | 22.45            |
| 21140       | Store Worker I                                    | 17.76            |
| 21150       | Stock Clerk                                       | 24.53            |
| 21210       | Tools And Parts Attendant                         | 23.12            |
| 21410       | Warehouse Specialist                              | 23.12            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 31.20            |
| 23019       | Aircraft Logs and Records Technician              | 25.83            |
| 23021       | Aircraft Mechanic I                               | 30.10            |
| 23022       | Aircraft Mechanic II                              | 31.20            |
| 23023       | Aircraft Mechanic III                             | 32.30            |
| 23040       | Aircraft Mechanic Helper                          | 22.54            |
| 23050       | Aircraft, Painter                                 | 28.85            |
| 23060       | Aircraft Servicer                                 | 25.83            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 28.85            |
| 23080       | Aircraft Worker                                   | 27.25            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 27.25            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 30.10            |
| 23110       | Appliance Mechanic                                | 25.13            |
| 23120       | Bicycle Repairer                                  | 24.22            |
| 23125       | Cable Splicer                                     | 44.81            |
| 23130       | Carpenter, Maintenance                            | 25.29            |
| 23140       | Carpet Layer                                      | 27.19            |
| 23160       | Electrician, Maintenance                          | 32.00            |
| 23181       | Electronics Technician Maintenance I              | 30.43            |
| 23182       | Electronics Technician Maintenance II             | 32.10            |
| 23183       | Electronics Technician Maintenance III            | 33.73            |
| 23260       | Fabric Worker                                     | 25.83            |
| 23290       | Fire Alarm System Mechanic                        | 26.17            |
| 23310       | Fire Extinguisher Repairer                        | 24.22            |
| 23311       | Fuel Distribution System Mechanic                 | 28.79            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23312       | Fuel Distribution System Operator                                      | 23.33            |
| 23370       | General Maintenance Worker                                             | 23.61            |
| 23380       | Ground Support Equipment Mechanic                                      | 30.10            |
| 23381       | Ground Support Equipment Servicer                                      | 25.83            |
| 23382       | Ground Support Equipment Worker                                        | 27.25            |
| 23391       | Gunsmith I                                                             | 24.22            |
| 23392       | Gunsmith II                                                            | 27.25            |
| 23393       | Gunsmith III                                                           | 30.10            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.44            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.35            |
| 23430       | Heavy Equipment Mechanic                                               | 28.04            |
| 23440       | Heavy Equipment Operator                                               | 28.95            |
| 23460       | Instrument Mechanic                                                    | 27.36            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.85            |
| 23470       | Laborer                                                                | 19.25            |
| 23510       | Locksmith                                                              | 26.23            |
| 23530       | Machinery Maintenance Mechanic                                         | 31.51            |
| 23550       | Machinist, Maintenance                                                 | 24.42            |
| 23580       | Maintenance Trades Helper                                              | 18.62            |
| 23591       | Metrology Technician I                                                 | 27.36            |
| 23592       | Metrology Technician II                                                | 28.36            |
| 23593       | Metrology Technician III                                               | 29.36            |
| 23640       | Millwright                                                             | 35.87            |
| 23710       | Office Appliance Repairer                                              | 23.67            |
| 23760       | Painter, Maintenance                                                   | 24.12            |
| 23790       | Pipefitter, Maintenance                                                | 32.21            |
| 23810       | Plumber, Maintenance                                                   | 30.66            |
| 23820       | Pneudraulic Systems Mechanic                                           | 30.10            |
| 23850       | Rigger                                                                 | 27.36            |
| 23870       | Scale Mechanic                                                         | 27.25            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 30.10            |
| 23910       | Small Engine Mechanic                                                  | 22.87            |
| 23931       | Telecommunications Mechanic I                                          | 30.31            |
| 23932       | Telecommunications Mechanic II                                         | 31.38            |
| 23950       | Telephone Lineman                                                      | 26.86            |
| 23960       | Welder, Combination, Maintenance                                       | 23.70            |
| 23965       | Well Driller                                                           | 28.93            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23970       | Woodcraft Worker                                  | 30.10       |             |
| 23980       | Woodworker                                        | 24.22       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.32       |             |
| 24570       | Child Care Attendant                              | 14.20       | ***         |
| 24580       | Child Care Center Clerk                           | 17.75       |             |
| 24610       | Chore Aide                                        | 15.14       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.32       |             |
| 24630       | Homemaker                                         | 19.45       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 36.22       |             |
| 25040       | Sewage Plant Operator                             | 26.31       |             |
| 25070       | Stationary Engineer                               | 36.22       |             |
| 25190       | Ventilation Equipment Tender                      | 27.35       |             |
| 25210       | Water Treatment Plant Operator                    | 26.31       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 20.53       |             |
| 27007       | Baggage Inspector                                 | 18.77       |             |
| 27008       | Corrections Officer                               | 20.89       |             |
| 27010       | Court Security Officer                            | 24.27       |             |
| 27030       | Detection Dog Handler                             | 21.00       |             |
| 27040       | Detention Officer                                 | 20.89       |             |
| 27070       | Firefighter                                       | 27.64       |             |
| 27101       | Guard I                                           | 18.77       |             |
| 27102       | Guard II                                          | 21.00       |             |
| 27131       | Police Officer I                                  | 25.38       |             |
| 27132       | Police Officer II                                 | 28.20       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 17.12       | ***         |
| 28042       | Carnival Equipment Repairer                       | 18.17       |             |
| 28043       | Carnival Worker                                   | 12.81       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 17.37       | ***         |
| 28310       | Lifeguard                                         | 14.04       | ***         |
| 28350       | Park Attendant (Aide)                             | 19.43       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 14.18       | ***         |
| 28515       | Recreation Specialist                             | 24.06       |             |
| 28630       | Sports Official                                   | 15.47       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28690       | Swimming Pool Operator                         | 21.60            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 28.77            |
| 29020       | Hatch Tender                                   | 28.77            |
| 29030       | Line Handler                                   | 28.77            |
| 29041       | Stevedore I                                    | 27.26            |
| 29042       | Stevedore II                                   | 30.45            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.50            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.07            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.31            |
| 30021       | Archeological Technician I                     | 21.04            |
| 30022       | Archeological Technician II                    | 23.54            |
| 30023       | Archeological Technician III                   | 29.15            |
| 30030       | Cartographic Technician                        | 29.15            |
| 30040       | Civil Engineering Technician                   | 29.25            |
| 30051       | Cryogenic Technician I                         | 32.29            |
| 30052       | Cryogenic Technician II                        | 35.65            |
| 30061       | Drafter/CAD Operator I                         | 21.04            |
| 30062       | Drafter/CAD Operator II                        | 23.54            |
| 30063       | Drafter/CAD Operator III                       | 26.23            |
| 30064       | Drafter/CAD Operator IV                        | 32.29            |
| 30081       | Engineering Technician I                       | 17.09 ***        |
| 30082       | Engineering Technician II                      | 19.18            |
| 30083       | Engineering Technician III                     | 21.46            |
| 30084       | Engineering Technician IV                      | 26.59            |
| 30085       | Engineering Technician V                       | 32.53            |
| 30086       | Engineering Technician VI                      | 39.34            |
| 30090       | Environmental Technician                       | 26.59            |
| 30095       | Evidence Control Specialist                    | 29.15            |
| 30210       | Laboratory Technician                          | 25.90            |
| 30221       | Latent Fingerprint Technician I                | 29.44            |
| 30222       | Latent Fingerprint Technician II               | 32.53            |
| 30240       | Mathematical Technician                        | 29.15            |
| 30361       | Paralegal/Legal Assistant I                    | 22.48            |
| 30362       | Paralegal/Legal Assistant II                   | 27.84            |
| 30363       | Paralegal/Legal Assistant III                  | 34.05            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30364       | Paralegal/Legal Assistant IV                             | 41.20            |
| 30375       | Petroleum Supply Specialist                              | 35.65            |
| 30390       | Photo-Optics Technician                                  | 29.15            |
| 30395       | Radiation Control Technician                             | 35.65            |
| 30461       | Technical Writer I                                       | 26.76            |
| 30462       | Technical Writer II                                      | 32.73            |
| 30463       | Technical Writer III                                     | 39.60            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.55            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.86            |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.55            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.55            |
| 30501       | Weather Forecaster I                                     | 32.29            |
| 30502       | Weather Forecaster II                                    | 39.28            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 26.23 see 2      |
| 30621       | Weather Observer, Senior                                 | 29.15 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 35.76            |
| 31020       | Bus Aide                                                 | 17.52 ***        |
| 31030       | Bus Driver                                               | 23.72            |
| 31043       | Driver Courier                                           | 17.90            |
| 31260       | Parking and Lot Attendant                                | 14.69 ***        |
| 31290       | Shuttle Bus Driver                                       | 16.49 ***        |
| 31310       | Taxi Driver                                              | 13.78 ***        |
| 31361       | Truckdriver, Light                                       | 19.23            |
| 31362       | Truckdriver, Medium                                      | 20.50            |
| 31363       | Truckdriver, Heavy                                       | 26.49            |
| 31364       | Truckdriver, Tractor-Trailer                             | 26.49            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 17.43 ***        |
| 99030       | Cashier                                                  | 13.82 ***        |
| 99050       | Desk Clerk                                               | 13.45 ***        |
| 99095       | Embalmer                                                 | 30.53            |
| 99130       | Flight Follower                                          | 29.55            |
| 99251       | Laboratory Animal Caretaker I                            | 16.62 ***        |
| 99252       | Laboratory Animal Caretaker II                           | 17.83            |
| 99260       | Marketing Analyst                                        | 30.68            |



| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99310       | Mortician                       | 30.53       |             |
| 99410       | Pest Controller                 | 25.24       |             |
| 99510       | Photofinishing Worker           | 16.76       | ***         |
| 99710       | Recycling Laborer               | 24.77       |             |
| 99711       | Recycling Specialist            | 29.59       |             |
| 99730       | Refuse Collector                | 22.40       |             |
| 99810       | Sales Clerk                     | 14.77       | ***         |
| 99820       | School Crossing Guard           | 17.36       | ***         |
| 99830       | Survey Party Chief              | 29.12       |             |
| 99831       | Surveying Aide                  | 17.90       |             |
| 99832       | Surveying Technician            | 24.50       |             |
| 99840       | Vending Machine Attendant       | 24.77       |             |
| 99841       | Vending Machine Repairer        | 29.95       |             |
| 99842       | Vending Machine Repairer Helper | 24.77       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A

contractor may substitute for any of the named holidays another day of 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5947**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Indiana

Area: Indiana County of Warren

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 18.37       |             |
| 01012       | Accounting Clerk II                             | 20.62       |             |
| 01013       | Accounting Clerk III                            | 23.07       |             |
| 01020       | Administrative Assistant                        | 26.40       |             |
| 01035       | Court Reporter                                  | 21.25       |             |
| 01041       | Customer Service Representative I               | 15.60       | ***         |
| 01042       | Customer Service Representative II              | 17.03       | ***         |
| 01043       | Customer Service Representative III             | 19.11       |             |
| 01051       | Data Entry Operator I                           | 16.15       | ***         |
| 01052       | Data Entry Operator II                          | 17.62       | ***         |
| 01060       | Dispatcher, Motor Vehicle                       | 23.08       |             |
| 01070       | Document Preparation Clerk                      | 16.93       | ***         |
| 01090       | Duplicating Machine Operator                    | 16.93       | ***         |
| 01111       | General Clerk I                                 | 16.21       | ***         |
| 01112       | General Clerk II                                | 17.69       | ***         |
| 01113       | General Clerk III                               | 19.86       |             |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01120       | Housing Referral Assistant           | 23.25       |             |
| 01141       | Messenger Courier                    | 14.51       | ***         |
| 01191       | Order Clerk I                        | 19.53       |             |
| 01192       | Order Clerk II                       | 21.31       |             |
| 01261       | Personnel Assistant (Employment) I   | 19.13       |             |
| 01262       | Personnel Assistant (Employment) II  | 21.40       |             |
| 01263       | Personnel Assistant (Employment) III | 23.85       |             |
| 01270       | Production Control Clerk             | 28.45       |             |
| 01290       | Rental Clerk                         | 17.48       | ***         |
| 01300       | Scheduler, Maintenance               | 18.65       |             |
| 01311       | Secretary I                          | 18.65       |             |
| 01312       | Secretary II                         | 20.86       |             |
| 01313       | Secretary III                        | 23.25       |             |
| 01320       | Service Order Dispatcher             | 20.63       |             |
| 01410       | Supply Technician                    | 26.40       |             |
| 01420       | Survey Worker                        | 18.56       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.96       | ***         |
| 01531       | Travel Clerk I                       | 16.61       | ***         |
| 01532       | Travel Clerk II                      | 18.58       |             |
| 01533       | Travel Clerk III                     | 19.82       |             |
| 01611       | Word Processor I                     | 16.61       | ***         |
| 01612       | Word Processor II                    | 18.65       |             |
| 01613       | Word Processor III                   | 20.86       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 23.41       |             |
| 05010       | Automotive Electrician               | 21.25       |             |
| 05040       | Automotive Glass Installer           | 20.14       |             |
| 05070       | Automotive Worker                    | 20.14       |             |
| 05110       | Mobile Equipment Servicer            | 18.07       |             |
| 05130       | Motor Equipment Metal Mechanic       | 22.33       |             |
| 05160       | Motor Equipment Metal Worker         | 20.14       |             |
| 05190       | Motor Vehicle Mechanic               | 22.33       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 17.09       | ***         |
| 05250       | Motor Vehicle Upholstery Worker      | 19.14       |             |
| 05280       | Motor Vehicle Wrecker                | 20.14       |             |
| 05310       | Painter, Automotive                  | 21.87       |             |
| 05340       | Radiator Repair Specialist           | 20.14       |             |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05370       | Tire Repairer                                | 17.34       | ***         |
| 05400       | Transmission Repair Specialist               | 22.33       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 16.03       | ***         |
| 07041       | Cook I                                       | 15.77       | ***         |
| 07042       | Cook II                                      | 17.75       |             |
| 07070       | Dishwasher                                   | 12.39       | ***         |
| 07130       | Food Service Worker                          | 13.57       | ***         |
| 07210       | Meat Cutter                                  | 17.88       |             |
| 07260       | Waiter/Waitress                              | 12.11       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.96       |             |
| 09040       | Furniture Handler                            | 15.60       | ***         |
| 09080       | Furniture Refinisher                         | 21.96       |             |
| 09090       | Furniture Refinisher Helper                  | 17.51       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.77       |             |
| 09130       | Upholsterer                                  | 21.96       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 18.35       |             |
| 11060       | Elevator Operator                            | 16.54       | ***         |
| 11090       | Gardener                                     | 22.35       |             |
| 11122       | Housekeeping Aide                            | 16.54       | ***         |
| 11150       | Janitor                                      | 16.54       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.45       | ***         |
| 11240       | Maid or Houseman                             | 15.09       | ***         |
| 11260       | Pruner                                       | 15.69       | ***         |
| 11270       | Tractor Operator                             | 20.96       |             |
| 11330       | Trail Maintenance Worker                     | 17.45       | ***         |
| 11360       | Window Cleaner                               | 18.30       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 18.11       |             |
| 12011       | Breath Alcohol Technician                    | 26.40       |             |
| 12012       | Certified Occupational Therapist Assistant   | 35.17       |             |
| 12015       | Certified Physical Therapist Assistant       | 30.69       |             |
| 12020       | Dental Assistant                             | 23.56       |             |
| 12025       | Dental Hygienist                             | 41.16       |             |
| 12030       | EKG Technician                               | 29.40       |             |



| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 12035       | Electroneurodiagnostic Technologist  | 29.40       |             |
| 12040       | Emergency Medical Technician         | 18.11       |             |
| 12071       | Licensed Practical Nurse I           | 23.61       |             |
| 12072       | Licensed Practical Nurse II          | 26.40       |             |
| 12073       | Licensed Practical Nurse III         | 29.44       |             |
| 12100       | Medical Assistant                    | 18.90       |             |
| 12130       | Medical Laboratory Technician        | 27.79       |             |
| 12160       | Medical Record Clerk                 | 21.05       |             |
| 12190       | Medical Record Technician            | 23.54       |             |
| 12195       | Medical Transcriptionist             | 23.45       |             |
| 12210       | Nuclear Medicine Technologist        | 58.05       |             |
| 12221       | Nursing Assistant I                  | 12.99       | ***         |
| 12222       | Nursing Assistant II                 | 14.60       | ***         |
| 12223       | Nursing Assistant III                | 15.93       | ***         |
| 12224       | Nursing Assistant IV                 | 17.89       |             |
| 12235       | Optical Dispenser                    | 18.13       |             |
| 12236       | Optical Technician                   | 23.61       |             |
| 12250       | Pharmacy Technician                  | 19.62       |             |
| 12280       | Phlebotomist                         | 19.06       |             |
| 12305       | Radiologic Technologist              | 36.27       |             |
| 12311       | Registered Nurse I                   | 26.46       |             |
| 12312       | Registered Nurse II                  | 32.36       |             |
| 12313       | Registered Nurse II, Specialist      | 32.36       |             |
| 12314       | Registered Nurse III                 | 39.15       |             |
| 12315       | Registered Nurse III, Anesthetist    | 39.15       |             |
| 12316       | Registered Nurse IV                  | 46.94       |             |
| 12317       | Scheduler (Drug and Alcohol Testing) | 32.74       |             |
| 12320       | Substance Abuse Treatment Counselor  | 23.04       |             |
| 13000       | Information And Arts Occupations     |             |             |
| 13011       | Exhibits Specialist I                | 18.04       |             |
| 13012       | Exhibits Specialist II               | 22.35       |             |
| 13013       | Exhibits Specialist III              | 27.33       |             |
| 13041       | Illustrator I                        | 19.93       |             |
| 13042       | Illustrator II                       | 24.69       |             |
| 13043       | Illustrator III                      | 30.20       |             |
| 13047       | Librarian                            | 24.38       |             |
| 13050       | Library Aide/Clerk                   | 15.00       | ***         |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13054       | Library Information Technology Systems Administrator | 25.49       |             |
| 13058       | Library Technician                                   | 18.05       |             |
| 13061       | Media Specialist I                                   | 15.89       | ***         |
| 13062       | Media Specialist II                                  | 17.77       |             |
| 13063       | Media Specialist III                                 | 19.81       |             |
| 13071       | Photographer I                                       | 17.11       | ***         |
| 13072       | Photographer II                                      | 19.13       |             |
| 13073       | Photographer III                                     | 23.71       |             |
| 13074       | Photographer IV                                      | 29.00       |             |
| 13075       | Photographer V                                       | 35.08       |             |
| 13090       | Technical Order Library Clerk                        | 17.69       | ***         |
| 13110       | Video Teleconference Technician                      | 19.94       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 21.33       |             |
| 14042       | Computer Operator II                                 | 23.86       |             |
| 14043       | Computer Operator III                                | 26.59       |             |
| 14044       | Computer Operator IV                                 | 29.55       |             |
| 14045       | Computer Operator V                                  | 32.73       |             |
| 14071       | Computer Programmer I                                | 21.92       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 21.33       |             |
| 14160       | Personal Computer Support Technician                 | 29.55       |             |
| 14170       | System Support Specialist                            | 32.73       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 33.87       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 40.97       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 49.11       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 33.87       |             |
| 15060       | Educational Technologist                             | 30.94       |             |
| 15070       | Flight Instructor (Pilot)                            | 49.11       |             |
| 15080       | Graphic Artist                                       | 24.82       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop              | 49.11       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 49.11       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 49.11       |             |
| 15090       | Technical Instructor                                    | 21.37       |             |
| 15095       | Technical Instructor/Course Developer                   | 26.15       |             |
| 15110       | Test Proctor                                            | 17.26       | ***         |
| 15120       | Tutor                                                   | 17.26       | ***         |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.17       | ***         |
| 16030       | Counter Attendant                                       | 12.17       | ***         |
| 16040       | Dry Cleaner                                             | 14.99       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.17       | ***         |
| 16090       | Presser, Hand                                           | 12.17       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.17       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.17       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.17       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.04       | ***         |
| 16220       | Tailor                                                  | 17.07       | ***         |
| 16250       | Washer, Machine                                         | 12.84       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 26.55       |             |
| 19040       | Tool And Die Maker                                      | 30.89       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 21.74       |             |
| 21030       | Material Coordinator                                    | 28.45       |             |
| 21040       | Material Expediter                                      | 28.45       |             |
| 21050       | Material Handling Laborer                               | 18.05       |             |
| 21071       | Order Filler                                            | 16.77       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 21.74       |             |
| 21110       | Shipping Packer                                         | 21.23       |             |
| 21130       | Shipping/Receiving Clerk                                | 21.23       |             |
| 21140       | Store Worker I                                          | 17.76       |             |
| 21150       | Stock Clerk                                             | 24.53       |             |
| 21210       | Tools And Parts Attendant                               | 21.74       |             |
| 21410       | Warehouse Specialist                                    | 21.74       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 31.38       |             |
| 23019       | Aircraft Logs and Records Technician                    | 26.52       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23021       | Aircraft Mechanic I                                                    | 30.29            |
| 23022       | Aircraft Mechanic II                                                   | 31.38            |
| 23023       | Aircraft Mechanic III                                                  | 32.47            |
| 23040       | Aircraft Mechanic Helper                                               | 24.43            |
| 23050       | Aircraft, Painter                                                      | 29.05            |
| 23060       | Aircraft Servicer                                                      | 26.52            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 29.05            |
| 23080       | Aircraft Worker                                                        | 27.71            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 27.71            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 30.29            |
| 23110       | Appliance Mechanic                                                     | 25.13            |
| 23120       | Bicycle Repairer                                                       | 24.22            |
| 23125       | Cable Splicer                                                          | 40.74            |
| 23130       | Carpenter, Maintenance                                                 | 25.29            |
| 23140       | Carpet Layer                                                           | 26.46            |
| 23160       | Electrician, Maintenance                                               | 35.20            |
| 23181       | Electronics Technician Maintenance I                                   | 30.14            |
| 23182       | Electronics Technician Maintenance II                                  | 31.71            |
| 23183       | Electronics Technician Maintenance III                                 | 32.88            |
| 23260       | Fabric Worker                                                          | 25.83            |
| 23290       | Fire Alarm System Mechanic                                             | 26.17            |
| 23310       | Fire Extinguisher Repairer                                             | 24.22            |
| 23311       | Fuel Distribution System Mechanic                                      | 30.29            |
| 23312       | Fuel Distribution System Operator                                      | 24.50            |
| 23370       | General Maintenance Worker                                             | 23.03            |
| 23380       | Ground Support Equipment Mechanic                                      | 30.29            |
| 23381       | Ground Support Equipment Servicer                                      | 26.52            |
| 23382       | Ground Support Equipment Worker                                        | 27.71            |
| 23391       | Gunsmith I                                                             | 24.22            |
| 23392       | Gunsmith II                                                            | 27.25            |
| 23393       | Gunsmith III                                                           | 30.10            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 25.40            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 26.33            |
| 23430       | Heavy Equipment Mechanic                                               | 28.04            |
| 23440       | Heavy Equipment Operator                                               | 28.95            |
| 23460       | Instrument Mechanic                                                    | 30.10            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.83            |

| <b>Code</b>                                   | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-----------------------------------------------|---------------------------------------------------|-------------|-------------|
| 23470                                         | Laborer                                           | 18.05       |             |
| 23510                                         | Locksmith                                         | 28.83       |             |
| 23530                                         | Machinery Maintenance Mechanic                    | 32.16       |             |
| 23550                                         | Machinist, Maintenance                            | 24.86       |             |
| 23580                                         | Maintenance Trades Helper                         | 20.00       |             |
| 23591                                         | Metrology Technician I                            | 30.10       |             |
| 23592                                         | Metrology Technician II                           | 31.20       |             |
| 23593                                         | Metrology Technician III                          | 32.30       |             |
| 23640                                         | Millwright                                        | 34.82       |             |
| 23710                                         | Office Appliance Repairer                         | 22.91       |             |
| 23760                                         | Painter, Maintenance                              | 22.11       |             |
| 23790                                         | Pipefitter, Maintenance                           | 30.45       |             |
| 23810                                         | Plumber, Maintenance                              | 28.98       |             |
| 23820                                         | Pneudraulic Systems Mechanic                      | 30.10       |             |
| 23850                                         | Rigger                                            | 30.10       |             |
| 23870                                         | Scale Mechanic                                    | 27.25       |             |
| 23890                                         | Sheet-Metal Worker, Maintenance                   | 28.73       |             |
| 23910                                         | Small Engine Mechanic                             | 23.96       |             |
| 23931                                         | Telecommunications Mechanic I                     | 30.31       |             |
| 23932                                         | Telecommunications Mechanic II                    | 31.38       |             |
| 23950                                         | Telephone Lineman                                 | 26.72       |             |
| 23960                                         | Welder, Combination, Maintenance                  | 23.19       |             |
| 23965                                         | Well Driller                                      | 30.10       |             |
| 23970                                         | Woodcraft Worker                                  | 30.10       |             |
| 23980                                         | Woodworker                                        | 24.22       |             |
| 24000 Personal Needs Occupations              |                                                   |             |             |
| 24550                                         | Case Manager                                      | 18.79       |             |
| 24570                                         | Child Care Attendant                              | 13.81       | ***         |
| 24580                                         | Child Care Center Clerk                           | 17.22       | ***         |
| 24610                                         | Chore Aide                                        | 15.33       | ***         |
| 24620                                         | Family Readiness And Support Services Coordinator | 18.79       |             |
| 24630                                         | Homemaker                                         | 18.79       |             |
| 25000 Plant And System Operations Occupations |                                                   |             |             |
| 25010                                         | Boiler Tender                                     | 32.93       |             |
| 25040                                         | Sewage Plant Operator                             | 24.74       |             |
| 25070                                         | Stationary Engineer                               | 32.93       |             |
| 25190                                         | Ventilation Equipment Tender                      | 24.86       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25210       | Water Treatment Plant Operator                 | 24.74       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 20.53       |             |
| 27007       | Baggage Inspector                              | 18.66       |             |
| 27008       | Corrections Officer                            | 20.89       |             |
| 27010       | Court Security Officer                         | 24.27       |             |
| 27030       | Detection Dog Handler                          | 20.87       |             |
| 27040       | Detention Officer                              | 20.89       |             |
| 27070       | Firefighter                                    | 26.68       |             |
| 27101       | Guard I                                        | 18.66       |             |
| 27102       | Guard II                                       | 20.87       |             |
| 27131       | Police Officer I                               | 25.59       |             |
| 27132       | Police Officer II                              | 28.45       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 14.53       | ***         |
| 28042       | Carnival Equipment Repairer                    | 15.62       | ***         |
| 28043       | Carnival Worker                                | 11.00       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 16.90       | ***         |
| 28310       | Lifeguard                                      | 14.04       | ***         |
| 28350       | Park Attendant (Aide)                          | 18.90       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 13.80       | ***         |
| 28515       | Recreation Specialist                          | 23.42       |             |
| 28630       | Sports Official                                | 15.06       | ***         |
| 28690       | Swimming Pool Operator                         | 19.09       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 27.32       |             |
| 29020       | Hatch Tender                                   | 27.32       |             |
| 29030       | Line Handler                                   | 27.32       |             |
| 29041       | Stevedore I                                    | 25.96       |             |
| 29042       | Stevedore II                                   | 28.83       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.50       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.07       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.31       |             |
| 30021       | Archeological Technician I                     | 19.18       |             |
| 30022       | Archeological Technician II                    | 21.49       |             |
| 30023       | Archeological Technician III                   | 26.59       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate Note</b> |
|-------------|------------------------------------------|------------------|
| 30030       | Cartographic Technician                  | 26.59            |
| 30040       | Civil Engineering Technician             | 26.59            |
| 30051       | Cryogenic Technician I                   | 29.44            |
| 30052       | Cryogenic Technician II                  | 32.53            |
| 30061       | Drafter/CAD Operator I                   | 19.18            |
| 30062       | Drafter/CAD Operator II                  | 21.49            |
| 30063       | Drafter/CAD Operator III                 | 23.92            |
| 30064       | Drafter/CAD Operator IV                  | 29.44            |
| 30081       | Engineering Technician I                 | 17.09 ***        |
| 30082       | Engineering Technician II                | 19.18            |
| 30083       | Engineering Technician III               | 21.46            |
| 30084       | Engineering Technician IV                | 27.03            |
| 30085       | Engineering Technician V                 | 32.53            |
| 30086       | Engineering Technician VI                | 39.34            |
| 30090       | Environmental Technician                 | 26.59            |
| 30095       | Evidence Control Specialist              | 26.59            |
| 30210       | Laboratory Technician                    | 25.90            |
| 30221       | Latent Fingerprint Technician I          | 29.44            |
| 30222       | Latent Fingerprint Technician II         | 32.53            |
| 30240       | Mathematical Technician                  | 26.59            |
| 30361       | Paralegal/Legal Assistant I              | 21.73            |
| 30362       | Paralegal/Legal Assistant II             | 26.92            |
| 30363       | Paralegal/Legal Assistant III            | 32.92            |
| 30364       | Paralegal/Legal Assistant IV             | 39.83            |
| 30375       | Petroleum Supply Specialist              | 32.53            |
| 30390       | Photo-Optics Technician                  | 26.59            |
| 30395       | Radiation Control Technician             | 32.53            |
| 30461       | Technical Writer I                       | 26.59            |
| 30462       | Technical Writer II                      | 32.53            |
| 30463       | Technical Writer III                     | 39.34            |
| 30491       | Unexploded Ordnance (UXO) Technician I   | 29.55            |
| 30492       | Unexploded Ordnance (UXO) Technician II  | 35.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III | 42.86            |
| 30494       | Unexploded (UXO) Safety Escort           | 29.55            |
| 30495       | Unexploded (UXO) Sweep Personnel         | 29.55            |
| 30501       | Weather Forecaster I                     | 29.44            |
| 30502       | Weather Forecaster II                    | 35.81            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.92 see 2      |
| 30621       | Weather Observer, Senior                                 | 26.59 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 35.76            |
| 31020       | Bus Aide                                                 | 15.93 ***        |
| 31030       | Bus Driver                                               | 22.16            |
| 31043       | Driver Courier                                           | 17.90            |
| 31260       | Parking and Lot Attendant                                | 14.07 ***        |
| 31290       | Shuttle Bus Driver                                       | 17.52 ***        |
| 31310       | Taxi Driver                                              | 13.68 ***        |
| 31361       | Truckdriver, Light                                       | 19.27            |
| 31362       | Truckdriver, Medium                                      | 22.44            |
| 31363       | Truckdriver, Heavy                                       | 26.49            |
| 31364       | Truckdriver, Tractor-Trailer                             | 26.49            |
| 99000       | Miscellaneous Occupations                                |                  |
| 99020       | Cabin Safety Specialist                                  | 17.43 ***        |
| 99030       | Cashier                                                  | 13.68 ***        |
| 99050       | Desk Clerk                                               | 13.45 ***        |
| 99095       | Embalmer                                                 | 30.53            |
| 99130       | Flight Follower                                          | 29.55            |
| 99251       | Laboratory Animal Caretaker I                            | 16.12 ***        |
| 99252       | Laboratory Animal Caretaker II                           | 17.29 ***        |
| 99260       | Marketing Analyst                                        | 29.52            |
| 99310       | Mortician                                                | 30.53            |
| 99410       | Pest Controller                                          | 25.24            |
| 99510       | Photofinishing Worker                                    | 15.53 ***        |
| 99710       | Recycling Laborer                                        | 24.77            |
| 99711       | Recycling Specialist                                     | 29.59            |
| 99730       | Refuse Collector                                         | 22.40            |
| 99810       | Sales Clerk                                              | 14.25 ***        |
| 99820       | School Crossing Guard                                    | 15.46 ***        |
| 99830       | Survey Party Chief                                       | 30.53            |
| 99831       | Surveying Aide                                           | 18.80            |
| 99832       | Surveying Technician                                     | 24.50            |
| 99840       | Vending Machine Attendant                                | 26.75            |
| 99841       | Vending Machine Repairer                                 | 31.80            |
| 99842       | Vending Machine Repairer Helper                          | 26.75            |



## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 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, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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**Wage Determination No. : 2015-5949**

# REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Indiana

Area: Indiana County of Putnam

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

## Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 18.02 |      |
| 01012 | Accounting Clerk II                             | 20.22 |      |
| 01013 | Accounting Clerk III                            | 22.62 |      |
| 01020 | Administrative Assistant                        | 30.20 |      |
| 01035 | Court Reporter                                  | 22.42 |      |
| 01041 | Customer Service Representative I               | 15.43 | ***  |
| 01042 | Customer Service Representative II              | 16.84 | ***  |
| 01043 | Customer Service Representative III             | 18.90 |      |
| 01051 | Data Entry Operator I                           | 16.02 | ***  |
| 01052 | Data Entry Operator II                          | 17.48 | ***  |
| 01060 | Dispatcher, Motor Vehicle                       | 22.55 |      |
| 01070 | Document Preparation Clerk                      | 18.29 |      |
| 01090 | Duplicating Machine Operator                    | 18.29 |      |
| 01111 | General Clerk I                                 | 16.75 | ***  |
| 01112 | General Clerk II                                | 18.28 |      |
| 01113 | General Clerk III                               | 20.51 |      |
| 01120 | Housing Referral Assistant                      | 22.65 |      |
| 01141 | Messenger Courier                               | 16.08 | ***  |
| 01191 | Order Clerk I                                   | 20.42 |      |
| 01192 | Order Clerk II                                  | 22.28 |      |
| 01261 | Personnel Assistant (Employment) I              | 18.33 |      |
| 01262 | Personnel Assistant (Employment) II             | 20.50 |      |
| 01263 | Personnel Assistant (Employment) III            | 22.85 |      |
| 01270 | Production Control Clerk                        | 27.20 |      |
| 01290 | Rental Clerk                                    | 17.16 | ***  |
| 01300 | Scheduler, Maintenance                          | 18.16 |      |
| 01311 | Secretary I                                     | 19.04 |      |
| 01312 | Secretary II                                    | 21.31 |      |
| 01313 | Secretary III                                   | 23.75 |      |
| 01320 | Service Order Dispatcher                        | 20.16 |      |
| 01410 | Supply Technician                               | 30.20 |      |
| 01420 | Survey Worker                                   | 19.38 |      |
| 01460 | Switchboard Operator/Receptionist               | 17.11 | ***  |
| 01531 | Travel Clerk I                                  | 20.91 |      |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 01532       | Travel Clerk II                              | 22.29       |             |
| 01533       | Travel Clerk III                             | 23.94       |             |
| 01611       | Word Processor I                             | 17.01       | ***         |
| 01612       | Word Processor II                            | 19.10       |             |
| 01613       | Word Processor III                           | 21.36       |             |
| 05000       | Automotive Service Occupations               |             |             |
| 05005       | Automobile Body Repairer, Fiberglass         | 23.84       |             |
| 05010       | Automotive Electrician                       | 21.79       |             |
| 05040       | Automotive Glass Installer                   | 20.66       |             |
| 05070       | Automotive Worker                            | 20.66       |             |
| 05110       | Mobile Equipment Servicer                    | 18.55       |             |
| 05130       | Motor Equipment Metal Mechanic               | 22.90       |             |
| 05160       | Motor Equipment Metal Worker                 | 20.66       |             |
| 05190       | Motor Vehicle Mechanic                       | 22.90       |             |
| 05220       | Motor Vehicle Mechanic Helper                | 17.39       | ***         |
| 05250       | Motor Vehicle Upholstery Worker              | 19.65       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.66       |             |
| 05310       | Painter, Automotive                          | 21.87       |             |
| 05340       | Radiator Repair Specialist                   | 20.66       |             |
| 05370       | Tire Repairer                                | 16.69       | ***         |
| 05400       | Transmission Repair Specialist               | 22.90       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 17.81       |             |
| 07041       | Cook I                                       | 16.31       | ***         |
| 07042       | Cook II                                      | 18.17       |             |
| 07070       | Dishwasher                                   | 12.94       | ***         |
| 07130       | Food Service Worker                          | 14.92       | ***         |
| 07210       | Meat Cutter                                  | 17.52       | ***         |
| 07260       | Waiter/Waitress                              | 12.75       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.91       |             |
| 09040       | Furniture Handler                            | 15.60       | ***         |
| 09080       | Furniture Refinisher                         | 22.21       |             |
| 09090       | Furniture Refinisher Helper                  | 17.72       | ***         |
| 09110       | Furniture Repairer, Minor                    | 20.02       |             |
| 09130       | Upholsterer                                  | 22.51       |             |
| 11000       | General Services And Support Occupations     |             |             |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11030       | Cleaner, Vehicles                          | 16.53       | ***         |
| 11060       | Elevator Operator                          | 16.27       | ***         |
| 11090       | Gardener                                   | 22.96       |             |
| 11122       | Housekeeping Aide                          | 16.27       | ***         |
| 11150       | Janitor                                    | 16.27       | ***         |
| 11210       | Laborer, Grounds Maintenance               | 17.93       |             |
| 11240       | Maid or Houseman                           | 14.69       | ***         |
| 11260       | Pruner                                     | 16.12       | ***         |
| 11270       | Tractor Operator                           | 21.53       |             |
| 11330       | Trail Maintenance Worker                   | 17.93       |             |
| 11360       | Window Cleaner                             | 18.00       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 18.80       |             |
| 12011       | Breath Alcohol Technician                  | 27.20       |             |
| 12012       | Certified Occupational Therapist Assistant | 29.03       |             |
| 12015       | Certified Physical Therapist Assistant     | 30.91       |             |
| 12020       | Dental Assistant                           | 23.21       |             |
| 12025       | Dental Hygienist                           | 43.02       |             |
| 12030       | EKG Technician                             | 38.01       |             |
| 12035       | Electroneurodiagnostic Technologist        | 38.01       |             |
| 12040       | Emergency Medical Technician               | 18.80       |             |
| 12071       | Licensed Practical Nurse I                 | 24.31       |             |
| 12072       | Licensed Practical Nurse II                | 27.20       |             |
| 12073       | Licensed Practical Nurse III               | 30.31       |             |
| 12100       | Medical Assistant                          | 20.68       |             |
| 12130       | Medical Laboratory Technician              | 26.52       |             |
| 12160       | Medical Record Clerk                       | 20.35       |             |
| 12190       | Medical Record Technician                  | 22.76       |             |
| 12195       | Medical Transcriptionist                   | 22.21       |             |
| 12210       | Nuclear Medicine Technologist              | 49.27       |             |
| 12221       | Nursing Assistant I                        | 13.09       | ***         |
| 12222       | Nursing Assistant II                       | 14.73       | ***         |
| 12223       | Nursing Assistant III                      | 16.08       | ***         |
| 12224       | Nursing Assistant IV                       | 18.04       |             |
| 12235       | Optical Dispenser                          | 18.07       |             |
| 12236       | Optical Technician                         | 24.31       |             |
| 12250       | Pharmacy Technician                        | 18.59       |             |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12280       | Phlebotomist                                         | 18.43       |             |
| 12305       | Radiologic Technologist                              | 34.67       |             |
| 12311       | Registered Nurse I                                   | 26.09       |             |
| 12312       | Registered Nurse II                                  | 31.91       |             |
| 12313       | Registered Nurse II, Specialist                      | 31.91       |             |
| 12314       | Registered Nurse III                                 | 38.60       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 38.60       |             |
| 12316       | Registered Nurse IV                                  | 46.28       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 33.69       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.83       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 23.39       |             |
| 13012       | Exhibits Specialist II                               | 28.98       |             |
| 13013       | Exhibits Specialist III                              | 35.45       |             |
| 13041       | Illustrator I                                        | 19.93       |             |
| 13042       | Illustrator II                                       | 24.69       |             |
| 13043       | Illustrator III                                      | 30.20       |             |
| 13047       | Librarian                                            | 24.93       |             |
| 13050       | Library Aide/Clerk                                   | 13.82       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.49       |             |
| 13058       | Library Technician                                   | 17.68       | ***         |
| 13061       | Media Specialist I                                   | 16.24       | ***         |
| 13062       | Media Specialist II                                  | 18.17       |             |
| 13063       | Media Specialist III                                 | 20.26       |             |
| 13071       | Photographer I                                       | 19.53       |             |
| 13072       | Photographer II                                      | 21.84       |             |
| 13073       | Photographer III                                     | 27.06       |             |
| 13074       | Photographer IV                                      | 33.10       |             |
| 13075       | Photographer V                                       | 40.05       |             |
| 13090       | Technical Order Library Clerk                        | 17.27       | ***         |
| 13110       | Video Teleconference Technician                      | 22.47       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 21.30       |             |
| 14042       | Computer Operator II                                 | 23.83       |             |
| 14043       | Computer Operator III                                | 26.57       |             |
| 14044       | Computer Operator IV                                 | 29.52       |             |
| 14045       | Computer Operator V                                  | 33.29       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 14071       | Computer Programmer I                                   | 23.67       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 21.30       |             |
| 14160       | Personal Computer Support Technician                    | 29.67       |             |
| 14170       | System Support Specialist                               | 34.39       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 31.78       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 38.45       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 46.08       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 31.78       |             |
| 15060       | Educational Technologist                                | 31.95       |             |
| 15070       | Flight Instructor (Pilot)                               | 46.08       |             |
| 15080       | Graphic Artist                                          | 24.16       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 46.08       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 46.08       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 46.08       |             |
| 15090       | Technical Instructor                                    | 26.78       |             |
| 15095       | Technical Instructor/Course Developer                   | 32.76       |             |
| 15110       | Test Proctor                                            | 21.61       |             |
| 15120       | Tutor                                                   | 21.61       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.17       | ***         |
| 16030       | Counter Attendant                                       | 12.17       | ***         |
| 16040       | Dry Cleaner                                             | 14.99       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.17       | ***         |
| 16090       | Presser, Hand                                           | 12.17       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.17       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.17       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.17       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.04       | ***         |
| 16220       | Tailor                                                  | 17.07       | ***         |
| 16250       | Washer, Machine                                         | 12.84       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 26.69       |             |
| 19040       | Tool And Die Maker                                | 30.84       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 21.80       |             |
| 21030       | Material Coordinator                              | 27.20       |             |
| 21040       | Material Expediter                                | 27.20       |             |
| 21050       | Material Handling Laborer                         | 18.45       |             |
| 21071       | Order Filler                                      | 17.31       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 21.80       |             |
| 21110       | Shipping Packer                                   | 21.62       |             |
| 21130       | Shipping/Receiving Clerk                          | 21.62       |             |
| 21140       | Store Worker I                                    | 17.42       | ***         |
| 21150       | Stock Clerk                                       | 24.06       |             |
| 21210       | Tools And Parts Attendant                         | 21.80       |             |
| 21410       | Warehouse Specialist                              | 21.80       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 34.28       |             |
| 23019       | Aircraft Logs and Records Technician              | 29.17       |             |
| 23021       | Aircraft Mechanic I                               | 33.09       |             |
| 23022       | Aircraft Mechanic II                              | 34.28       |             |
| 23023       | Aircraft Mechanic III                             | 35.49       |             |
| 23040       | Aircraft Mechanic Helper                          | 26.87       |             |
| 23050       | Aircraft, Painter                                 | 31.96       |             |
| 23060       | Aircraft Servicer                                 | 29.17       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 31.96       |             |
| 23080       | Aircraft Worker                                   | 30.48       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 30.48       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 33.09       |             |
| 23110       | Appliance Mechanic                                | 23.18       |             |
| 23120       | Bicycle Repairer                                  | 21.78       |             |
| 23125       | Cable Splicer                                     | 46.44       |             |
| 23130       | Carpenter, Maintenance                            | 28.13       |             |
| 23140       | Carpet Layer                                      | 24.77       |             |
| 23160       | Electrician, Maintenance                          | 31.10       |             |
| 23181       | Electronics Technician Maintenance I              | 30.29       |             |
| 23182       | Electronics Technician Maintenance II             | 31.88       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23183       | Electronics Technician Maintenance III                                 | 33.50            |
| 23260       | Fabric Worker                                                          | 25.30            |
| 23290       | Fire Alarm System Mechanic                                             | 23.46            |
| 23310       | Fire Extinguisher Repairer                                             | 23.88            |
| 23311       | Fuel Distribution System Mechanic                                      | 34.65            |
| 23312       | Fuel Distribution System Operator                                      | 28.47            |
| 23370       | General Maintenance Worker                                             | 23.91            |
| 23380       | Ground Support Equipment Mechanic                                      | 33.09            |
| 23381       | Ground Support Equipment Servicer                                      | 29.17            |
| 23382       | Ground Support Equipment Worker                                        | 30.48            |
| 23391       | Gunsmith I                                                             | 23.88            |
| 23392       | Gunsmith II                                                            | 26.60            |
| 23393       | Gunsmith III                                                           | 29.49            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 29.14            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 30.18            |
| 23430       | Heavy Equipment Mechanic                                               | 30.55            |
| 23440       | Heavy Equipment Operator                                               | 35.58            |
| 23460       | Instrument Mechanic                                                    | 34.22            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.06            |
| 23470       | Laborer                                                                | 18.45            |
| 23510       | Locksmith                                                              | 25.15            |
| 23530       | Machinery Maintenance Mechanic                                         | 29.90            |
| 23550       | Machinist, Maintenance                                                 | 23.41            |
| 23580       | Maintenance Trades Helper                                              | 17.94            |
| 23591       | Metrology Technician I                                                 | 34.22            |
| 23592       | Metrology Technician II                                                | 35.45            |
| 23593       | Metrology Technician III                                               | 36.69            |
| 23640       | Millwright                                                             | 34.17            |
| 23710       | Office Appliance Repairer                                              | 24.92            |
| 23760       | Painter, Maintenance                                                   | 23.40            |
| 23790       | Pipefitter, Maintenance                                                | 34.06            |
| 23810       | Plumber, Maintenance                                                   | 32.41            |
| 23820       | Pneudraulic Systems Mechanic                                           | 29.49            |
| 23850       | Rigger                                                                 | 30.53            |
| 23870       | Scale Mechanic                                                         | 26.60            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 29.58            |
| 23910       | Small Engine Mechanic                                                  | 21.50            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23931       | Telecommunications Mechanic I                     | 28.71       |             |
| 23932       | Telecommunications Mechanic II                    | 29.77       |             |
| 23950       | Telephone Lineman                                 | 26.66       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.23       |             |
| 23965       | Well Driller                                      | 28.85       |             |
| 23970       | Woodcraft Worker                                  | 29.49       |             |
| 23980       | Woodworker                                        | 23.88       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.13       |             |
| 24570       | Child Care Attendant                              | 13.71       | ***         |
| 24580       | Child Care Center Clerk                           | 17.09       | ***         |
| 24610       | Chore Aide                                        | 14.60       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.13       |             |
| 24630       | Homemaker                                         | 19.13       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 31.67       |             |
| 25040       | Sewage Plant Operator                             | 25.32       |             |
| 25070       | Stationary Engineer                               | 31.67       |             |
| 25190       | Ventilation Equipment Tender                      | 24.05       |             |
| 25210       | Water Treatment Plant Operator                    | 25.32       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 22.60       |             |
| 27007       | Baggage Inspector                                 | 17.90       |             |
| 27008       | Corrections Officer                               | 21.24       |             |
| 27010       | Court Security Officer                            | 25.33       |             |
| 27030       | Detection Dog Handler                             | 20.41       |             |
| 27040       | Detention Officer                                 | 21.24       |             |
| 27070       | Firefighter                                       | 30.65       |             |
| 27101       | Guard I                                           | 17.90       |             |
| 27102       | Guard II                                          | 20.41       |             |
| 27131       | Police Officer I                                  | 33.44       |             |
| 27132       | Police Officer II                                 | 37.15       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 16.45       | ***         |
| 28042       | Carnival Equipment Repairer                       | 17.55       | ***         |
| 28043       | Carnival Worker                                   | 12.31       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 17.51       | ***         |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 28310       | Lifeguard                                      | 12.88 ***        |
| 28350       | Park Attendant (Aide)                          | 19.59            |
| 28510       | Recreation Aide/Health Facility Attendant      | 14.30 ***        |
| 28515       | Recreation Specialist                          | 24.27            |
| 28630       | Sports Official                                | 15.60 ***        |
| 28690       | Swimming Pool Operator                         | 20.27            |
| 29000       | Stevedoring/Longshoremen Occupational Services |                  |
| 29010       | Blocker And Bracer                             | 34.45            |
| 29020       | Hatch Tender                                   | 34.45            |
| 29030       | Line Handler                                   | 34.45            |
| 29041       | Stevedore I                                    | 31.93            |
| 29042       | Stevedore II                                   | 36.16            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.50            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.07            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.31            |
| 30021       | Archeological Technician I                     | 20.44            |
| 30022       | Archeological Technician II                    | 23.07            |
| 30023       | Archeological Technician III                   | 28.33            |
| 30030       | Cartographic Technician                        | 28.33            |
| 30040       | Civil Engineering Technician                   | 28.90            |
| 30051       | Cryogenic Technician I                         | 30.66            |
| 30052       | Cryogenic Technician II                        | 33.86            |
| 30061       | Drafter/CAD Operator I                         | 20.44            |
| 30062       | Drafter/CAD Operator II                        | 23.07            |
| 30063       | Drafter/CAD Operator III                       | 25.49            |
| 30064       | Drafter/CAD Operator IV                        | 31.37            |
| 30081       | Engineering Technician I                       | 16.48 ***        |
| 30082       | Engineering Technician II                      | 18.50            |
| 30083       | Engineering Technician III                     | 21.32            |
| 30084       | Engineering Technician IV                      | 27.03            |
| 30085       | Engineering Technician V                       | 31.36            |
| 30086       | Engineering Technician VI                      | 37.94            |
| 30090       | Environmental Technician                       | 25.88            |
| 30095       | Evidence Control Specialist                    | 27.69            |
| 30210       | Laboratory Technician                          | 26.42            |
| 30221       | Latent Fingerprint Technician I                | 30.02            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30222       | Latent Fingerprint Technician II                         | 33.16       |             |
| 30240       | Mathematical Technician                                  | 28.36       |             |
| 30361       | Paralegal/Legal Assistant I                              | 21.37       |             |
| 30362       | Paralegal/Legal Assistant II                             | 26.49       |             |
| 30363       | Paralegal/Legal Assistant III                            | 32.40       |             |
| 30364       | Paralegal/Legal Assistant IV                             | 39.19       |             |
| 30375       | Petroleum Supply Specialist                              | 33.86       |             |
| 30390       | Photo-Optics Technician                                  | 28.33       |             |
| 30395       | Radiation Control Technician                             | 33.86       |             |
| 30461       | Technical Writer I                                       | 26.39       |             |
| 30462       | Technical Writer II                                      | 32.29       |             |
| 30463       | Technical Writer III                                     | 39.06       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.55       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.76       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.86       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.55       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.55       |             |
| 30501       | Weather Forecaster I                                     | 31.37       |             |
| 30502       | Weather Forecaster II                                    | 38.16       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.49       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.33       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.76       |             |
| 31020       | Bus Aide                                                 | 19.03       |             |
| 31030       | Bus Driver                                               | 25.82       |             |
| 31043       | Driver Courier                                           | 20.23       |             |
| 31260       | Parking and Lot Attendant                                | 12.61       | ***         |
| 31290       | Shuttle Bus Driver                                       | 17.52       | ***         |
| 31310       | Taxi Driver                                              | 14.19       | ***         |
| 31361       | Truckdriver, Light                                       | 21.57       |             |
| 31362       | Truckdriver, Medium                                      | 22.94       |             |
| 31363       | Truckdriver, Heavy                                       | 28.12       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 28.12       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.43       | ***         |
| 99030       | Cashier                                                  | 13.48       | ***         |
| 99050       | Desk Clerk                                               | 14.46       | ***         |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99095       | Embalmer                        | 29.92       |             |
| 99130       | Flight Follower                 | 29.55       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.80       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 17.91       |             |
| 99260       | Marketing Analyst               | 32.52       |             |
| 99310       | Mortician                       | 29.92       |             |
| 99410       | Pest Controller                 | 20.58       |             |
| 99510       | Photofinishing Worker           | 17.39       | ***         |
| 99710       | Recycling Laborer               | 26.04       |             |
| 99711       | Recycling Specialist            | 31.26       |             |
| 99730       | Refuse Collector                | 23.40       |             |
| 99810       | Sales Clerk                     | 14.68       | ***         |
| 99820       | School Crossing Guard           | 18.71       |             |
| 99830       | Survey Party Chief              | 29.60       |             |
| 99831       | Surveying Aide                  | 18.21       |             |
| 99832       | Surveying Technician            | 23.75       |             |
| 99840       | Vending Machine Attendant       | 18.92       |             |
| 99841       | Vending Machine Repairer        | 22.40       |             |
| 99842       | Vending Machine Repairer Helper | 18.92       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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



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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 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, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5951**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Indiana

Area: Indiana County of Scott

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

## Wage Determination Table

| Code  | Title                                           | Rate Note |
|-------|-------------------------------------------------|-----------|
| 01000 | Administrative Support And Clerical Occupations |           |
| 01011 | Accounting Clerk I                              | 17.46 *** |
| 01012 | Accounting Clerk II                             | 19.59     |
| 01013 | Accounting Clerk III                            | 21.91     |
| 01020 | Administrative Assistant                        | 30.51     |
| 01035 | Court Reporter                                  | 22.61     |
| 01041 | Customer Service Representative I               | 16.35 *** |
| 01042 | Customer Service Representative II              | 17.84     |
| 01043 | Customer Service Representative III             | 20.02     |
| 01051 | Data Entry Operator I                           | 16.31 *** |
| 01052 | Data Entry Operator II                          | 17.80     |
| 01060 | Dispatcher, Motor Vehicle                       | 24.17     |
| 01070 | Document Preparation Clerk                      | 21.54     |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01090       | Duplicating Machine Operator         | 21.54       |             |
| 01111       | General Clerk I                      | 15.55       | ***         |
| 01112       | General Clerk II                     | 16.97       | ***         |
| 01113       | General Clerk III                    | 19.05       |             |
| 01120       | Housing Referral Assistant           | 23.50       |             |
| 01141       | Messenger Courier                    | 17.53       | ***         |
| 01191       | Order Clerk I                        | 16.49       | ***         |
| 01192       | Order Clerk II                       | 18.00       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.07       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.21       |             |
| 01263       | Personnel Assistant (Employment) III | 22.54       |             |
| 01270       | Production Control Clerk             | 27.26       |             |
| 01290       | Rental Clerk                         | 16.84       | ***         |
| 01300       | Scheduler, Maintenance               | 18.84       |             |
| 01311       | Secretary I                          | 18.84       |             |
| 01312       | Secretary II                         | 21.07       |             |
| 01313       | Secretary III                        | 23.50       |             |
| 01320       | Service Order Dispatcher             | 21.61       |             |
| 01410       | Supply Technician                    | 30.51       |             |
| 01420       | Survey Worker                        | 19.86       |             |
| 01460       | Switchboard Operator/Receptionist    | 16.86       | ***         |
| 01531       | Travel Clerk I                       | 18.15       |             |
| 01532       | Travel Clerk II                      | 20.33       |             |
| 01533       | Travel Clerk III                     | 21.92       |             |
| 01611       | Word Processor I                     | 16.79       | ***         |
| 01612       | Word Processor II                    | 18.84       |             |
| 01613       | Word Processor III                   | 21.07       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 24.20       |             |
| 05010       | Automotive Electrician               | 21.12       |             |
| 05040       | Automotive Glass Installer           | 20.10       |             |
| 05070       | Automotive Worker                    | 20.10       |             |
| 05110       | Mobile Equipment Servicer            | 17.68       | ***         |
| 05130       | Motor Equipment Metal Mechanic       | 21.96       |             |
| 05160       | Motor Equipment Metal Worker         | 20.10       |             |
| 05190       | Motor Vehicle Mechanic               | 21.96       |             |
| 05220       | Motor Vehicle Mechanic Helper        | 16.49       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 05250       | Motor Vehicle Upholstery Worker              | 18.92       |             |
| 05280       | Motor Vehicle Wrecker                        | 20.10       |             |
| 05310       | Painter, Automotive                          | 21.12       |             |
| 05340       | Radiator Repair Specialist                   | 20.10       |             |
| 05370       | Tire Repairer                                | 17.51       | ***         |
| 05400       | Transmission Repair Specialist               | 21.96       |             |
| 07000       | Food Preparation And Service Occupations     |             |             |
| 07010       | Baker                                        | 16.16       | ***         |
| 07041       | Cook I                                       | 17.46       | ***         |
| 07042       | Cook II                                      | 19.84       |             |
| 07070       | Dishwasher                                   | 13.29       | ***         |
| 07130       | Food Service Worker                          | 14.44       | ***         |
| 07210       | Meat Cutter                                  | 19.04       |             |
| 07260       | Waiter/Waitress                              | 11.47       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 21.93       |             |
| 09040       | Furniture Handler                            | 14.54       | ***         |
| 09080       | Furniture Refinisher                         | 21.60       |             |
| 09090       | Furniture Refinisher Helper                  | 16.87       | ***         |
| 09110       | Furniture Repairer, Minor                    | 19.36       |             |
| 09130       | Upholsterer                                  | 19.86       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.14       | ***         |
| 11060       | Elevator Operator                            | 16.69       | ***         |
| 11090       | Gardener                                     | 21.67       |             |
| 11122       | Housekeeping Aide                            | 16.69       | ***         |
| 11150       | Janitor                                      | 16.69       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.42       | ***         |
| 11240       | Maid or Houseman                             | 14.10       | ***         |
| 11260       | Pruner                                       | 16.01       | ***         |
| 11270       | Tractor Operator                             | 20.21       |             |
| 11330       | Trail Maintenance Worker                     | 17.42       | ***         |
| 11360       | Window Cleaner                               | 18.17       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 19.05       |             |
| 12011       | Breath Alcohol Technician                    | 26.63       |             |
| 12012       | Certified Occupational Therapist Assistant   | 33.34       |             |

| <b>Code</b> | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------|-------------|-------------|
| 12015       | Certified Physical Therapist Assistant | 30.46       |             |
| 12020       | Dental Assistant                       | 23.07       |             |
| 12025       | Dental Hygienist                       | 39.28       |             |
| 12030       | EKG Technician                         | 33.13       |             |
| 12035       | Electroneurodiagnostic Technologist    | 33.13       |             |
| 12040       | Emergency Medical Technician           | 19.05       |             |
| 12071       | Licensed Practical Nurse I             | 23.82       |             |
| 12072       | Licensed Practical Nurse II            | 26.63       |             |
| 12073       | Licensed Practical Nurse III           | 29.69       |             |
| 12100       | Medical Assistant                      | 18.66       |             |
| 12130       | Medical Laboratory Technician          | 30.13       |             |
| 12160       | Medical Record Clerk                   | 20.67       |             |
| 12190       | Medical Record Technician              | 23.12       |             |
| 12195       | Medical Transcriptionist               | 23.22       |             |
| 12210       | Nuclear Medicine Technologist          | 48.88       |             |
| 12221       | Nursing Assistant I                    | 13.12       | ***         |
| 12222       | Nursing Assistant II                   | 14.77       | ***         |
| 12223       | Nursing Assistant III                  | 16.11       | ***         |
| 12224       | Nursing Assistant IV                   | 18.08       |             |
| 12235       | Optical Dispenser                      | 19.24       |             |
| 12236       | Optical Technician                     | 18.73       |             |
| 12250       | Pharmacy Technician                    | 18.85       |             |
| 12280       | Phlebotomist                           | 18.68       |             |
| 12305       | Radiologic Technologist                | 33.76       |             |
| 12311       | Registered Nurse I                     | 25.75       |             |
| 12312       | Registered Nurse II                    | 31.50       |             |
| 12313       | Registered Nurse II, Specialist        | 31.50       |             |
| 12314       | Registered Nurse III                   | 38.11       |             |
| 12315       | Registered Nurse III, Anesthetist      | 38.11       |             |
| 12316       | Registered Nurse IV                    | 45.68       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)   | 33.01       |             |
| 12320       | Substance Abuse Treatment Counselor    | 24.56       |             |
| 13000       | Information And Arts Occupations       |             |             |
| 13011       | Exhibits Specialist I                  | 22.66       |             |
| 13012       | Exhibits Specialist II                 | 28.09       |             |
| 13013       | Exhibits Specialist III                | 34.35       |             |
| 13041       | Illustrator I                          | 22.66       |             |



| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 13042       | Illustrator II                                       | 28.09       |             |
| 13043       | Illustrator III                                      | 34.35       |             |
| 13047       | Librarian                                            | 31.10       |             |
| 13050       | Library Aide/Clerk                                   | 14.16       | ***         |
| 13054       | Library Information Technology Systems Administrator | 28.09       |             |
| 13058       | Library Technician                                   | 17.49       | ***         |
| 13061       | Media Specialist I                                   | 20.27       |             |
| 13062       | Media Specialist II                                  | 22.66       |             |
| 13063       | Media Specialist III                                 | 25.27       |             |
| 13071       | Photographer I                                       | 18.07       |             |
| 13072       | Photographer II                                      | 20.21       |             |
| 13073       | Photographer III                                     | 25.04       |             |
| 13074       | Photographer IV                                      | 30.63       |             |
| 13075       | Photographer V                                       | 37.06       |             |
| 13090       | Technical Order Library Clerk                        | 17.78       |             |
| 13110       | Video Teleconference Technician                      | 23.44       |             |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 20.08       |             |
| 14042       | Computer Operator II                                 | 22.47       |             |
| 14043       | Computer Operator III                                | 25.04       |             |
| 14044       | Computer Operator IV                                 | 27.83       |             |
| 14045       | Computer Operator V                                  | 30.82       |             |
| 14071       | Computer Programmer I                                | 23.31       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |
| 14150       | Peripheral Equipment Operator                        | 20.08       |             |
| 14160       | Personal Computer Support Technician                 | 27.83       |             |
| 14170       | System Support Specialist                            | 30.82       |             |
| 15000       | Instructional Occupations                            |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)      | 33.15       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)          | 40.11       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)         | 48.09       |             |
| 15050       | Computer Based Training Specialist / Instructor      | 33.15       |             |

| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15060       | Educational Technologist                                | 32.74       |             |
| 15070       | Flight Instructor (Pilot)                               | 48.09       |             |
| 15080       | Graphic Artist                                          | 26.00       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 48.09       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 48.09       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 48.09       |             |
| 15090       | Technical Instructor                                    | 23.67       |             |
| 15095       | Technical Instructor/Course Developer                   | 28.96       |             |
| 15110       | Test Proctor                                            | 19.12       |             |
| 15120       | Tutor                                                   | 19.12       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 12.37       | ***         |
| 16030       | Counter Attendant                                       | 12.37       | ***         |
| 16040       | Dry Cleaner                                             | 15.59       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 12.37       | ***         |
| 16090       | Presser, Hand                                           | 12.37       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 12.37       | ***         |
| 16130       | Presser, Machine, Shirts                                | 12.37       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 12.37       | ***         |
| 16190       | Sewing Machine Operator                                 | 16.55       | ***         |
| 16220       | Tailor                                                  | 17.46       | ***         |
| 16250       | Washer, Machine                                         | 13.53       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 29.06       |             |
| 19040       | Tool And Die Maker                                      | 34.01       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 22.15       |             |
| 21030       | Material Coordinator                                    | 27.26       |             |
| 21040       | Material Expediter                                      | 27.26       |             |
| 21050       | Material Handling Laborer                               | 18.08       |             |
| 21071       | Order Filler                                            | 17.73       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 22.15       |             |
| 21110       | Shipping Packer                                         | 21.03       |             |
| 21130       | Shipping/Receiving Clerk                                | 21.03       |             |
| 21140       | Store Worker I                                          | 17.29       | ***         |
| 21150       | Stock Clerk                                             | 22.25       |             |
| 21210       | Tools And Parts Attendant                               | 22.15       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 21410       | Warehouse Specialist                                                   | 22.15            |
| 23000       | Mechanics And Maintenance And Repair Occupations                       |                  |
| 23010       | Aerospace Structural Welder                                            | 37.84            |
| 23019       | Aircraft Logs and Records Technician                                   | 31.58            |
| 23021       | Aircraft Mechanic I                                                    | 36.27            |
| 23022       | Aircraft Mechanic II                                                   | 37.84            |
| 23023       | Aircraft Mechanic III                                                  | 39.55            |
| 23040       | Aircraft Mechanic Helper                                               | 27.24            |
| 23050       | Aircraft, Painter                                                      | 34.88            |
| 23060       | Aircraft Servicer                                                      | 31.58            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 34.88            |
| 23080       | Aircraft Worker                                                        | 33.19            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 33.19            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 36.27            |
| 23110       | Appliance Mechanic                                                     | 25.03            |
| 23120       | Bicycle Repairer                                                       | 23.82            |
| 23125       | Cable Splicer                                                          | 42.10            |
| 23130       | Carpenter, Maintenance                                                 | 26.56            |
| 23140       | Carpet Layer                                                           | 23.36            |
| 23160       | Electrician, Maintenance                                               | 32.00            |
| 23181       | Electronics Technician Maintenance I                                   | 31.61            |
| 23182       | Electronics Technician Maintenance II                                  | 33.22            |
| 23183       | Electronics Technician Maintenance III                                 | 34.54            |
| 23260       | Fabric Worker                                                          | 25.49            |
| 23290       | Fire Alarm System Mechanic                                             | 24.07            |
| 23310       | Fire Extinguisher Repairer                                             | 23.82            |
| 23311       | Fuel Distribution System Mechanic                                      | 32.01            |
| 23312       | Fuel Distribution System Operator                                      | 25.77            |
| 23370       | General Maintenance Worker                                             | 23.39            |
| 23380       | Ground Support Equipment Mechanic                                      | 36.27            |
| 23381       | Ground Support Equipment Servicer                                      | 31.58            |
| 23382       | Ground Support Equipment Worker                                        | 33.19            |
| 23391       | Gunsmith I                                                             | 23.82            |
| 23392       | Gunsmith II                                                            | 27.07            |
| 23393       | Gunsmith III                                                           | 29.58            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 26.15            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 27.28            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23430       | Heavy Equipment Mechanic                          | 30.18       |             |
| 23440       | Heavy Equipment Operator                          | 30.70       |             |
| 23460       | Instrument Mechanic                               | 29.58       |             |
| 23465       | Laboratory/Shelter Mechanic                       | 28.45       |             |
| 23470       | Laborer                                           | 18.08       |             |
| 23510       | Locksmith                                         | 25.55       |             |
| 23530       | Machinery Maintenance Mechanic                    | 30.23       |             |
| 23550       | Machinist, Maintenance                            | 24.51       |             |
| 23580       | Maintenance Trades Helper                         | 18.78       |             |
| 23591       | Metrology Technician I                            | 29.58       |             |
| 23592       | Metrology Technician II                           | 30.93       |             |
| 23593       | Metrology Technician III                          | 32.32       |             |
| 23640       | Millwright                                        | 36.59       |             |
| 23710       | Office Appliance Repairer                         | 21.34       |             |
| 23760       | Painter, Maintenance                              | 22.79       |             |
| 23790       | Pipefitter, Maintenance                           | 30.85       |             |
| 23810       | Plumber, Maintenance                              | 29.67       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 29.58       |             |
| 23850       | Rigger                                            | 30.18       |             |
| 23870       | Scale Mechanic                                    | 27.07       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 25.41       |             |
| 23910       | Small Engine Mechanic                             | 21.55       |             |
| 23931       | Telecommunications Mechanic I                     | 31.79       |             |
| 23932       | Telecommunications Mechanic II                    | 33.15       |             |
| 23950       | Telephone Lineman                                 | 24.95       |             |
| 23960       | Welder, Combination, Maintenance                  | 22.99       |             |
| 23965       | Well Driller                                      | 29.58       |             |
| 23970       | Woodcraft Worker                                  | 29.58       |             |
| 23980       | Woodworker                                        | 23.82       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.53       |             |
| 24570       | Child Care Attendant                              | 13.96       | ***         |
| 24580       | Child Care Center Clerk                           | 17.40       | ***         |
| 24610       | Chore Aide                                        | 14.91       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.53       |             |
| 24630       | Homemaker                                         | 18.53       |             |
| 25000       | Plant And System Operations Occupations           |             |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 25010       | Boiler Tender                                  | 32.93       |             |
| 25040       | Sewage Plant Operator                          | 24.57       |             |
| 25070       | Stationary Engineer                            | 32.93       |             |
| 25190       | Ventilation Equipment Tender                   | 24.73       |             |
| 25210       | Water Treatment Plant Operator                 | 24.57       |             |
| 27000       | Protective Service Occupations                 |             |             |
| 27004       | Alarm Monitor                                  | 22.25       |             |
| 27007       | Baggage Inspector                              | 16.91       | ***         |
| 27008       | Corrections Officer                            | 21.18       |             |
| 27010       | Court Security Officer                         | 22.45       |             |
| 27030       | Detection Dog Handler                          | 19.37       |             |
| 27040       | Detention Officer                              | 21.18       |             |
| 27070       | Firefighter                                    | 23.25       |             |
| 27101       | Guard I                                        | 16.91       | ***         |
| 27102       | Guard II                                       | 19.37       |             |
| 27131       | Police Officer I                               | 26.42       |             |
| 27132       | Police Officer II                              | 29.36       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 15.55       | ***         |
| 28042       | Carnival Equipment Repairer                    | 16.68       | ***         |
| 28043       | Carnival Worker                                | 12.32       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 19.68       |             |
| 28310       | Lifeguard                                      | 13.12       | ***         |
| 28350       | Park Attendant (Aide)                          | 22.01       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 16.25       | ***         |
| 28515       | Recreation Specialist                          | 23.64       |             |
| 28630       | Sports Official                                | 17.52       | ***         |
| 28690       | Swimming Pool Operator                         | 18.95       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 31.15       |             |
| 29020       | Hatch Tender                                   | 31.15       |             |
| 29030       | Line Handler                                   | 31.15       |             |
| 29041       | Stevedore I                                    | 29.30       |             |
| 29042       | Stevedore II                                   | 32.89       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.50       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 32.07       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 35.31            |
| 30021       | Archeological Technician I                     | 20.82            |
| 30022       | Archeological Technician II                    | 23.29            |
| 30023       | Archeological Technician III                   | 28.85            |
| 30030       | Cartographic Technician                        | 28.85            |
| 30040       | Civil Engineering Technician                   | 27.18            |
| 30051       | Cryogenic Technician I                         | 31.95            |
| 30052       | Cryogenic Technician II                        | 35.30            |
| 30061       | Drafter/CAD Operator I                         | 20.82            |
| 30062       | Drafter/CAD Operator II                        | 23.29            |
| 30063       | Drafter/CAD Operator III                       | 25.97            |
| 30064       | Drafter/CAD Operator IV                        | 31.95            |
| 30081       | Engineering Technician I                       | 19.98            |
| 30082       | Engineering Technician II                      | 22.43            |
| 30083       | Engineering Technician III                     | 25.09            |
| 30084       | Engineering Technician IV                      | 31.08            |
| 30085       | Engineering Technician V                       | 38.03            |
| 30086       | Engineering Technician VI                      | 46.01            |
| 30090       | Environmental Technician                       | 26.87            |
| 30095       | Evidence Control Specialist                    | 28.85            |
| 30210       | Laboratory Technician                          | 26.43            |
| 30221       | Latent Fingerprint Technician I                | 29.77            |
| 30222       | Latent Fingerprint Technician II               | 32.87            |
| 30240       | Mathematical Technician                        | 29.27            |
| 30361       | Paralegal/Legal Assistant I                    | 21.96            |
| 30362       | Paralegal/Legal Assistant II                   | 28.77            |
| 30363       | Paralegal/Legal Assistant III                  | 33.28            |
| 30364       | Paralegal/Legal Assistant IV                   | 40.26            |
| 30375       | Petroleum Supply Specialist                    | 35.30            |
| 30390       | Photo-Optics Technician                        | 28.85            |
| 30395       | Radiation Control Technician                   | 35.30            |
| 30461       | Technical Writer I                             | 25.70            |
| 30462       | Technical Writer II                            | 31.43            |
| 30463       | Technical Writer III                           | 38.03            |
| 30491       | Unexploded Ordnance (UXO) Technician I         | 29.55            |
| 30492       | Unexploded Ordnance (UXO) Technician II        | 35.76            |
| 30493       | Unexploded Ordnance (UXO) Technician III       | 42.86            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30494       | Unexploded (UXO) Safety Escort                           | 29.55       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.55       |             |
| 30501       | Weather Forecaster I                                     | 31.95       |             |
| 30502       | Weather Forecaster II                                    | 38.87       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.97       | see 2       |
| 30621       | Weather Observer, Senior                                 | 28.85       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.76       |             |
| 31020       | Bus Aide                                                 | 20.53       |             |
| 31030       | Bus Driver                                               | 27.20       |             |
| 31043       | Driver Courier                                           | 20.62       |             |
| 31260       | Parking and Lot Attendant                                | 14.23       | ***         |
| 31290       | Shuttle Bus Driver                                       | 18.44       |             |
| 31310       | Taxi Driver                                              | 13.57       | ***         |
| 31361       | Truckdriver, Light                                       | 22.12       |             |
| 31362       | Truckdriver, Medium                                      | 23.67       |             |
| 31363       | Truckdriver, Heavy                                       | 27.05       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 27.05       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.43       | ***         |
| 99030       | Cashier                                                  | 13.46       | ***         |
| 99050       | Desk Clerk                                               | 14.23       | ***         |
| 99095       | Embalmer                                                 | 26.01       |             |
| 99130       | Flight Follower                                          | 29.55       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.29       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 17.47       | ***         |
| 99260       | Marketing Analyst                                        | 30.75       |             |
| 99310       | Mortician                                                | 27.17       |             |
| 99410       | Pest Controller                                          | 18.38       |             |
| 99510       | Photofinishing Worker                                    | 15.53       | ***         |
| 99710       | Recycling Laborer                                        | 24.77       |             |
| 99711       | Recycling Specialist                                     | 28.90       |             |
| 99730       | Refuse Collector                                         | 22.75       |             |
| 99810       | Sales Clerk                                              | 14.49       | ***         |
| 99820       | School Crossing Guard                                    | 16.63       | ***         |
| 99830       | Survey Party Chief                                       | 25.02       |             |
| 99831       | Surveying Aide                                           | 21.96       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99832       | Surveying Technician            | 22.65       |             |
| 99840       | Vending Machine Attendant       | 16.64       | ***         |
| 99841       | Vending Machine Repairer        | 20.24       |             |
| 99842       | Vending Machine Repairer Helper | 16.64       | ***         |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **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)).

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## **Wage Determination No. : 2015-5953**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Michigan

Area: Michigan County of Ionia

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 01000       | Administrative Support And Clerical Occupations |             |             |
| 01011       | Accounting Clerk I                              | 17.97       |             |
| 01012       | Accounting Clerk II                             | 20.17       |             |
| 01013       | Accounting Clerk III                            | 22.56       |             |
| 01020       | Administrative Assistant                        | 30.40       |             |
| 01035       | Court Reporter                                  | 21.92       |             |
| 01041       | Customer Service Representative I               | 16.96       | ***         |
| 01042       | Customer Service Representative II              | 18.51       |             |
| 01043       | Customer Service Representative III             | 20.78       |             |
| 01051       | Data Entry Operator I                           | 17.38       | ***         |
| 01052       | Data Entry Operator II                          | 18.97       |             |
| 01060       | Dispatcher, Motor Vehicle                       | 24.42       |             |
| 01070       | Document Preparation Clerk                      | 18.14       |             |
| 01090       | Duplicating Machine Operator                    | 18.14       |             |
| 01111       | General Clerk I                                 | 17.27       | ***         |
| 01112       | General Clerk II                                | 18.85       |             |
| 01113       | General Clerk III                               | 21.16       |             |
| 01120       | Housing Referral Assistant                      | 23.40       |             |
| 01141       | Messenger Courier                               | 16.04       | ***         |
| 01191       | Order Clerk I                                   | 19.38       |             |
| 01192       | Order Clerk II                                  | 21.15       |             |
| 01261       | Personnel Assistant (Employment) I              | 20.22       |             |
| 01262       | Personnel Assistant (Employment) II             | 22.61       |             |
| 01263       | Personnel Assistant (Employment) III            | 25.20       |             |
| 01270       | Production Control Clerk                        | 28.77       |             |
| 01290       | Rental Clerk                                    | 19.00       |             |
| 01300       | Scheduler, Maintenance                          | 18.77       |             |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01311       | Secretary I                              | 18.77       |             |
| 01312       | Secretary II                             | 21.00       |             |
| 01313       | Secretary III                            | 23.40       |             |
| 01320       | Service Order Dispatcher                 | 21.83       |             |
| 01410       | Supply Technician                        | 30.40       |             |
| 01420       | Survey Worker                            | 20.79       |             |
| 01460       | Switchboard Operator/Receptionist        | 17.68       | ***         |
| 01531       | Travel Clerk I                           | 17.71       | ***         |
| 01532       | Travel Clerk II                          | 19.22       |             |
| 01533       | Travel Clerk III                         | 20.70       |             |
| 01611       | Word Processor I                         | 18.11       |             |
| 01612       | Word Processor II                        | 20.33       |             |
| 01613       | Word Processor III                       | 22.74       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 23.36       |             |
| 05010       | Automotive Electrician                   | 22.84       |             |
| 05040       | Automotive Glass Installer               | 21.64       |             |
| 05070       | Automotive Worker                        | 21.64       |             |
| 05110       | Mobile Equipment Servicer                | 19.31       |             |
| 05130       | Motor Equipment Metal Mechanic           | 24.00       |             |
| 05160       | Motor Equipment Metal Worker             | 21.64       |             |
| 05190       | Motor Vehicle Mechanic                   | 24.00       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 18.26       |             |
| 05250       | Motor Vehicle Upholstery Worker          | 20.40       |             |
| 05280       | Motor Vehicle Wrecker                    | 21.64       |             |
| 05310       | Painter, Automotive                      | 22.84       |             |
| 05340       | Radiator Repair Specialist               | 21.64       |             |
| 05370       | Tire Repairer                            | 17.62       | ***         |
| 05400       | Transmission Repair Specialist           | 24.00       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 17.67       | ***         |
| 07041       | Cook I                                   | 17.91       |             |
| 07042       | Cook II                                  | 19.44       |             |
| 07070       | Dishwasher                               | 14.16       | ***         |
| 07130       | Food Service Worker                      | 15.96       | ***         |
| 07210       | Meat Cutter                              | 20.35       |             |
| 07260       | Waiter/Waitress                          | 17.43       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 20.63       |             |
| 09040       | Furniture Handler                            | 17.47       | ***         |
| 09080       | Furniture Refinisher                         | 22.70       |             |
| 09090       | Furniture Refinisher Helper                  | 19.67       |             |
| 09110       | Furniture Repairer, Minor                    | 21.93       |             |
| 09130       | Upholsterer                                  | 20.75       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.43       | ***         |
| 11060       | Elevator Operator                            | 16.71       | ***         |
| 11090       | Gardener                                     | 21.75       |             |
| 11122       | Housekeeping Aide                            | 16.71       | ***         |
| 11150       | Janitor                                      | 16.71       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 18.12       |             |
| 11240       | Maid or Houseman                             | 16.19       | ***         |
| 11260       | Pruner                                       | 16.95       | ***         |
| 11270       | Tractor Operator                             | 20.57       |             |
| 11330       | Trail Maintenance Worker                     | 18.12       |             |
| 11360       | Window Cleaner                               | 17.86       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 19.26       |             |
| 12011       | Breath Alcohol Technician                    | 26.98       |             |
| 12012       | Certified Occupational Therapist Assistant   | 31.43       |             |
| 12015       | Certified Physical Therapist Assistant       | 31.76       |             |
| 12020       | Dental Assistant                             | 23.00       |             |
| 12025       | Dental Hygienist                             | 38.76       |             |
| 12030       | EKG Technician                               | 35.13       |             |
| 12035       | Electroneurodiagnostic Technologist          | 35.13       |             |
| 12040       | Emergency Medical Technician                 | 19.26       |             |
| 12071       | Licensed Practical Nurse I                   | 24.12       |             |
| 12072       | Licensed Practical Nurse II                  | 26.98       |             |
| 12073       | Licensed Practical Nurse III                 | 30.07       |             |
| 12100       | Medical Assistant                            | 19.98       |             |
| 12130       | Medical Laboratory Technician                | 29.55       |             |
| 12160       | Medical Record Clerk                         | 20.49       |             |
| 12190       | Medical Record Technician                    | 22.92       |             |
| 12195       | Medical Transcriptionist                     | 19.47       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12210       | Nuclear Medicine Technologist                        | 41.49       |             |
| 12221       | Nursing Assistant I                                  | 14.57       | ***         |
| 12222       | Nursing Assistant II                                 | 16.40       | ***         |
| 12223       | Nursing Assistant III                                | 17.89       |             |
| 12224       | Nursing Assistant IV                                 | 20.08       |             |
| 12235       | Optical Dispenser                                    | 19.01       |             |
| 12236       | Optical Technician                                   | 22.58       |             |
| 12250       | Pharmacy Technician                                  | 19.50       |             |
| 12280       | Phlebotomist                                         | 18.56       |             |
| 12305       | Radiologic Technologist                              | 31.43       |             |
| 12311       | Registered Nurse I                                   | 30.25       |             |
| 12312       | Registered Nurse II                                  | 37.00       |             |
| 12313       | Registered Nurse II, Specialist                      | 37.00       |             |
| 12314       | Registered Nurse III                                 | 44.78       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 44.78       |             |
| 12316       | Registered Nurse IV                                  | 53.66       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 33.42       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 29.94       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 20.57       |             |
| 13012       | Exhibits Specialist II                               | 25.48       |             |
| 13013       | Exhibits Specialist III                              | 31.16       |             |
| 13041       | Illustrator I                                        | 20.57       |             |
| 13042       | Illustrator II                                       | 25.48       |             |
| 13043       | Illustrator III                                      | 31.16       |             |
| 13047       | Librarian                                            | 28.22       |             |
| 13050       | Library Aide/Clerk                                   | 15.90       | ***         |
| 13054       | Library Information Technology Systems Administrator | 25.48       |             |
| 13058       | Library Technician                                   | 16.71       | ***         |
| 13061       | Media Specialist I                                   | 18.39       |             |
| 13062       | Media Specialist II                                  | 20.57       |             |
| 13063       | Media Specialist III                                 | 22.92       |             |
| 13071       | Photographer I                                       | 18.39       |             |
| 13072       | Photographer II                                      | 20.57       |             |
| 13073       | Photographer III                                     | 24.33       |             |
| 13074       | Photographer IV                                      | 29.77       |             |
| 13075       | Photographer V                                       | 36.01       |             |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 13090       | Technical Order Library Clerk                           | 19.95       |             |
| 13110       | Video Teleconference Technician                         | 24.42       |             |
| 14000       | Information Technology Occupations                      |             |             |
| 14041       | Computer Operator I                                     | 19.07       |             |
| 14042       | Computer Operator II                                    | 21.33       |             |
| 14043       | Computer Operator III                                   | 23.77       |             |
| 14044       | Computer Operator IV                                    | 26.42       |             |
| 14045       | Computer Operator V                                     | 29.26       |             |
| 14071       | Computer Programmer I                                   | 23.05       | see 1       |
| 14072       | Computer Programmer II                                  |             | see 1       |
| 14073       | Computer Programmer III                                 |             | see 1       |
| 14074       | Computer Programmer IV                                  |             | see 1       |
| 14101       | Computer Systems Analyst I                              |             | see 1       |
| 14102       | Computer Systems Analyst II                             |             | see 1       |
| 14103       | Computer Systems Analyst III                            |             | see 1       |
| 14150       | Peripheral Equipment Operator                           | 19.07       |             |
| 14160       | Personal Computer Support Technician                    | 26.42       |             |
| 14170       | System Support Specialist                               | 29.26       |             |
| 15000       | Instructional Occupations                               |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 34.62       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 41.88       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 50.20       |             |
| 15050       | Computer Based Training Specialist / Instructor         | 34.62       |             |
| 15060       | Educational Technologist                                | 38.18       |             |
| 15070       | Flight Instructor (Pilot)                               | 50.20       |             |
| 15080       | Graphic Artist                                          | 25.58       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 50.20       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 50.20       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 50.20       |             |
| 15090       | Technical Instructor                                    | 24.30       |             |
| 15095       | Technical Instructor/Course Developer                   | 29.73       |             |
| 15110       | Test Proctor                                            | 19.97       |             |
| 15120       | Tutor                                                   | 19.97       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 13.62       | ***         |
| 16030       | Counter Attendant                                       | 13.62       | ***         |
| 16040       | Dry Cleaner                                             | 17.11       | ***         |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 16070       | Finisher, Flatwork, Machine                       | 13.62       | ***         |
| 16090       | Presser, Hand                                     | 13.62       | ***         |
| 16110       | Presser, Machine, Drycleaning                     | 13.62       | ***         |
| 16130       | Presser, Machine, Shirts                          | 13.62       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry        | 13.62       | ***         |
| 16190       | Sewing Machine Operator                           | 18.56       |             |
| 16220       | Tailor                                            | 19.96       |             |
| 16250       | Washer, Machine                                   | 14.43       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations     |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                 | 25.09       |             |
| 19040       | Tool And Die Maker                                | 30.22       |             |
| 21000       | Materials Handling And Packing Occupations        |             |             |
| 21020       | Forklift Operator                                 | 21.22       |             |
| 21030       | Material Coordinator                              | 28.77       |             |
| 21040       | Material Expediter                                | 28.77       |             |
| 21050       | Material Handling Laborer                         | 19.01       |             |
| 21071       | Order Filler                                      | 16.96       | ***         |
| 21080       | Production Line Worker (Food Processing)          | 21.22       |             |
| 21110       | Shipping Packer                                   | 20.77       |             |
| 21130       | Shipping/Receiving Clerk                          | 20.77       |             |
| 21140       | Store Worker I                                    | 20.47       |             |
| 21150       | Stock Clerk                                       | 25.77       |             |
| 21210       | Tools And Parts Attendant                         | 21.22       |             |
| 21410       | Warehouse Specialist                              | 21.22       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations  |             |             |
| 23010       | Aerospace Structural Welder                       | 26.68       |             |
| 23019       | Aircraft Logs and Records Technician              | 22.54       |             |
| 23021       | Aircraft Mechanic I                               | 25.70       |             |
| 23022       | Aircraft Mechanic II                              | 26.68       |             |
| 23023       | Aircraft Mechanic III                             | 27.79       |             |
| 23040       | Aircraft Mechanic Helper                          | 20.23       |             |
| 23050       | Aircraft, Painter                                 | 24.52       |             |
| 23060       | Aircraft Servicer                                 | 22.54       |             |
| 23070       | Aircraft Survival Flight Equipment Technician     | 24.52       |             |
| 23080       | Aircraft Worker                                   | 23.58       |             |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 23.58       |             |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 25.70       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23110       | Appliance Mechanic                                                     | 24.43            |
| 23120       | Bicycle Repairer                                                       | 24.54            |
| 23125       | Cable Splicer                                                          | 48.91            |
| 23130       | Carpenter, Maintenance                                                 | 25.58            |
| 23140       | Carpet Layer                                                           | 27.19            |
| 23160       | Electrician, Maintenance                                               | 29.97            |
| 23181       | Electronics Technician Maintenance I                                   | 30.96            |
| 23182       | Electronics Technician Maintenance II                                  | 32.20            |
| 23183       | Electronics Technician Maintenance III                                 | 33.74            |
| 23260       | Fabric Worker                                                          | 25.93            |
| 23290       | Fire Alarm System Mechanic                                             | 27.80            |
| 23310       | Fire Extinguisher Repairer                                             | 24.54            |
| 23311       | Fuel Distribution System Mechanic                                      | 40.47            |
| 23312       | Fuel Distribution System Operator                                      | 33.88            |
| 23370       | General Maintenance Worker                                             | 22.25            |
| 23380       | Ground Support Equipment Mechanic                                      | 25.70            |
| 23381       | Ground Support Equipment Servicer                                      | 22.54            |
| 23382       | Ground Support Equipment Worker                                        | 23.58            |
| 23391       | Gunsmith I                                                             | 24.54            |
| 23392       | Gunsmith II                                                            | 27.50            |
| 23393       | Gunsmith III                                                           | 30.50            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 28.14            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 29.41            |
| 23430       | Heavy Equipment Mechanic                                               | 27.29            |
| 23440       | Heavy Equipment Operator                                               | 28.58            |
| 23460       | Instrument Mechanic                                                    | 28.80            |
| 23465       | Laboratory/Shelter Mechanic                                            | 29.03            |
| 23470       | Laborer                                                                | 19.01            |
| 23510       | Locksmith                                                              | 26.53            |
| 23530       | Machinery Maintenance Mechanic                                         | 29.91            |
| 23550       | Machinist, Maintenance                                                 | 23.92            |
| 23580       | Maintenance Trades Helper                                              | 18.87            |
| 23591       | Metrology Technician I                                                 | 28.80            |
| 23592       | Metrology Technician II                                                | 30.23            |
| 23593       | Metrology Technician III                                               | 31.70            |
| 23640       | Millwright                                                             | 33.12            |
| 23710       | Office Appliance Repairer                                              | 23.31            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23760       | Painter, Maintenance                              | 22.69       |             |
| 23790       | Pipefitter, Maintenance                           | 29.05       |             |
| 23810       | Plumber, Maintenance                              | 27.18       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 30.50       |             |
| 23850       | Rigger                                            | 30.50       |             |
| 23870       | Scale Mechanic                                    | 27.50       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 27.51       |             |
| 23910       | Small Engine Mechanic                             | 21.63       |             |
| 23931       | Telecommunications Mechanic I                     | 27.81       |             |
| 23932       | Telecommunications Mechanic II                    | 28.80       |             |
| 23950       | Telephone Lineman                                 | 27.70       |             |
| 23960       | Welder, Combination, Maintenance                  | 23.13       |             |
| 23965       | Well Driller                                      | 27.84       |             |
| 23970       | Woodcraft Worker                                  | 30.50       |             |
| 23980       | Woodworker                                        | 24.54       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 19.84       |             |
| 24570       | Child Care Attendant                              | 14.32       | ***         |
| 24580       | Child Care Center Clerk                           | 17.85       |             |
| 24610       | Chore Aide                                        | 16.10       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 19.84       |             |
| 24630       | Homemaker                                         | 19.84       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 29.14       |             |
| 25040       | Sewage Plant Operator                             | 27.27       |             |
| 25070       | Stationary Engineer                               | 29.14       |             |
| 25190       | Ventilation Equipment Tender                      | 22.17       |             |
| 25210       | Water Treatment Plant Operator                    | 27.27       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 23.71       |             |
| 27007       | Baggage Inspector                                 | 18.19       |             |
| 27008       | Corrections Officer                               | 31.37       |             |
| 27010       | Court Security Officer                            | 27.84       |             |
| 27030       | Detection Dog Handler                             | 20.35       |             |
| 27040       | Detention Officer                                 | 31.37       |             |
| 27070       | Firefighter                                       | 21.38       |             |
| 27101       | Guard I                                           | 18.19       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27102       | Guard II                                       | 20.35       |             |
| 27131       | Police Officer I                               | 28.58       |             |
| 27132       | Police Officer II                              | 31.76       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 15.42       | ***         |
| 28042       | Carnival Equipment Repairer                    | 16.30       | ***         |
| 28043       | Carnival Worker                                | 13.47       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 20.73       |             |
| 28310       | Lifeguard                                      | 15.11       | ***         |
| 28350       | Park Attendant (Aide)                          | 23.18       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 16.92       | ***         |
| 28515       | Recreation Specialist                          | 28.71       |             |
| 28630       | Sports Official                                | 18.46       |             |
| 28690       | Swimming Pool Operator                         | 20.18       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 29.92       |             |
| 29020       | Hatch Tender                                   | 29.92       |             |
| 29030       | Line Handler                                   | 29.92       |             |
| 29041       | Stevedore I                                    | 28.72       |             |
| 29042       | Stevedore II                                   | 31.42       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 49.85       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 34.38       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.85       |             |
| 30021       | Archeological Technician I                     | 20.59       |             |
| 30022       | Archeological Technician II                    | 23.04       |             |
| 30023       | Archeological Technician III                   | 28.54       |             |
| 30030       | Cartographic Technician                        | 28.54       |             |
| 30040       | Civil Engineering Technician                   | 29.39       |             |
| 30051       | Cryogenic Technician I                         | 31.61       |             |
| 30052       | Cryogenic Technician II                        | 34.92       |             |
| 30061       | Drafter/CAD Operator I                         | 20.59       |             |
| 30062       | Drafter/CAD Operator II                        | 23.04       |             |
| 30063       | Drafter/CAD Operator III                       | 25.69       |             |
| 30064       | Drafter/CAD Operator IV                        | 31.61       |             |
| 30081       | Engineering Technician I                       | 19.10       |             |
| 30082       | Engineering Technician II                      | 21.44       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30083       | Engineering Technician III                               | 23.98            |
| 30084       | Engineering Technician IV                                | 29.71            |
| 30085       | Engineering Technician V                                 | 36.34            |
| 30086       | Engineering Technician VI                                | 43.97            |
| 30090       | Environmental Technician                                 | 28.44            |
| 30095       | Evidence Control Specialist                              | 28.54            |
| 30210       | Laboratory Technician                                    | 27.36            |
| 30221       | Latent Fingerprint Technician I                          | 33.29            |
| 30222       | Latent Fingerprint Technician II                         | 36.76            |
| 30240       | Mathematical Technician                                  | 28.54            |
| 30361       | Paralegal/Legal Assistant I                              | 22.22            |
| 30362       | Paralegal/Legal Assistant II                             | 27.53            |
| 30363       | Paralegal/Legal Assistant III                            | 33.67            |
| 30364       | Paralegal/Legal Assistant IV                             | 40.75            |
| 30375       | Petroleum Supply Specialist                              | 34.92            |
| 30390       | Photo-Optics Technician                                  | 28.54            |
| 30395       | Radiation Control Technician                             | 34.92            |
| 30461       | Technical Writer I                                       | 28.54            |
| 30462       | Technical Writer II                                      | 34.92            |
| 30463       | Technical Writer III                                     | 42.24            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 31.68            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 38.34            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 45.95            |
| 30494       | Unexploded (UXO) Safety Escort                           | 31.68            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 31.68            |
| 30501       | Weather Forecaster I                                     | 31.61            |
| 30502       | Weather Forecaster II                                    | 38.45            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 25.69 see 2      |
| 30621       | Weather Observer, Senior                                 | 28.54 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 38.34            |
| 31020       | Bus Aide                                                 | 15.82 ***        |
| 31030       | Bus Driver                                               | 20.23            |
| 31043       | Driver Courier                                           | 17.82            |
| 31260       | Parking and Lot Attendant                                | 14.69 ***        |
| 31290       | Shuttle Bus Driver                                       | 17.86            |
| 31310       | Taxi Driver                                              | 17.34 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31361       | Truckdriver, Light              | 18.95       |             |
| 31362       | Truckdriver, Medium             | 19.86       |             |
| 31363       | Truckdriver, Heavy              | 25.99       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 25.99       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 18.69       |             |
| 99030       | Cashier                         | 14.11       | ***         |
| 99050       | Desk Clerk                      | 15.29       | ***         |
| 99095       | Embalmer                        | 31.89       |             |
| 99130       | Flight Follower                 | 31.68       |             |
| 99251       | Laboratory Animal Caretaker I   | 17.47       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.59       |             |
| 99260       | Marketing Analyst               | 30.53       |             |
| 99310       | Mortician                       | 31.89       |             |
| 99410       | Pest Controller                 | 19.98       |             |
| 99510       | Photofinishing Worker           | 16.65       | ***         |
| 99710       | Recycling Laborer               | 26.68       |             |
| 99711       | Recycling Specialist            | 30.30       |             |
| 99730       | Refuse Collector                | 24.96       |             |
| 99810       | Sales Clerk                     | 15.41       | ***         |
| 99820       | School Crossing Guard           | 14.77       | ***         |
| 99830       | Survey Party Chief              | 28.13       |             |
| 99831       | Surveying Aide                  | 14.77       | ***         |
| 99832       | Surveying Technician            | 23.44       |             |
| 99840       | Vending Machine Attendant       | 26.94       |             |
| 99841       | Vending Machine Repairer        | 31.42       |             |
| 99842       | Vending Machine Repairer Helper | 26.94       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)



2) 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 employee (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)).

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## **Wage Determination No. : 2015-5957**

### **REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

## WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

### Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Michigan

Area: Michigan County of Arenac

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

### Wage Determination Table

| Code  | Title                                           | Rate  | Note |
|-------|-------------------------------------------------|-------|------|
| 01000 | Administrative Support And Clerical Occupations |       |      |
| 01011 | Accounting Clerk I                              | 17.16 | ***  |
| 01012 | Accounting Clerk II                             | 19.26 |      |
| 01013 | Accounting Clerk III                            | 21.54 |      |
| 01020 | Administrative Assistant                        | 28.50 |      |

| <b>Code</b> | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------|-------------|-------------|
| 01035       | Court Reporter                       | 21.24       |             |
| 01041       | Customer Service Representative I    | 15.26       | ***         |
| 01042       | Customer Service Representative II   | 16.65       | ***         |
| 01043       | Customer Service Representative III  | 18.69       |             |
| 01051       | Data Entry Operator I                | 16.74       | ***         |
| 01052       | Data Entry Operator II               | 18.27       |             |
| 01060       | Dispatcher, Motor Vehicle            | 21.42       |             |
| 01070       | Document Preparation Clerk           | 16.92       | ***         |
| 01090       | Duplicating Machine Operator         | 16.92       | ***         |
| 01111       | General Clerk I                      | 15.78       | ***         |
| 01112       | General Clerk II                     | 17.22       | ***         |
| 01113       | General Clerk III                    | 19.33       |             |
| 01120       | Housing Referral Assistant           | 23.67       |             |
| 01141       | Messenger Courier                    | 14.23       | ***         |
| 01191       | Order Clerk I                        | 18.80       |             |
| 01192       | Order Clerk II                       | 20.52       |             |
| 01261       | Personnel Assistant (Employment) I   | 18.26       |             |
| 01262       | Personnel Assistant (Employment) II  | 20.42       |             |
| 01263       | Personnel Assistant (Employment) III | 22.78       |             |
| 01270       | Production Control Clerk             | 28.77       |             |
| 01290       | Rental Clerk                         | 17.49       | ***         |
| 01300       | Scheduler, Maintenance               | 18.99       |             |
| 01311       | Secretary I                          | 18.99       |             |
| 01312       | Secretary II                         | 21.24       |             |
| 01313       | Secretary III                        | 23.67       |             |
| 01320       | Service Order Dispatcher             | 19.15       |             |
| 01410       | Supply Technician                    | 28.50       |             |
| 01420       | Survey Worker                        | 18.43       |             |
| 01460       | Switchboard Operator/Receptionist    | 17.24       | ***         |
| 01531       | Travel Clerk I                       | 16.92       | ***         |
| 01532       | Travel Clerk II                      | 18.99       |             |
| 01533       | Travel Clerk III                     | 20.70       |             |
| 01611       | Word Processor I                     | 16.92       | ***         |
| 01612       | Word Processor II                    | 18.99       |             |
| 01613       | Word Processor III                   | 21.24       |             |
| 05000       | Automotive Service Occupations       |             |             |
| 05005       | Automobile Body Repairer, Fiberglass | 22.18       |             |

| <b>Code</b>                                        | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|----------------------------------------------------|---------------------------------|-------------|-------------|
| 05010                                              | Automotive Electrician          | 21.42       |             |
| 05040                                              | Automotive Glass Installer      | 20.59       |             |
| 05070                                              | Automotive Worker               | 20.59       |             |
| 05110                                              | Mobile Equipment Servicer       | 18.78       |             |
| 05130                                              | Motor Equipment Metal Mechanic  | 22.44       |             |
| 05160                                              | Motor Equipment Metal Worker    | 20.59       |             |
| 05190                                              | Motor Vehicle Mechanic          | 22.44       |             |
| 05220                                              | Motor Vehicle Mechanic Helper   | 17.66       | ***         |
| 05250                                              | Motor Vehicle Upholstery Worker | 19.68       |             |
| 05280                                              | Motor Vehicle Wrecker           | 20.59       |             |
| 05310                                              | Painter, Automotive             | 21.42       |             |
| 05340                                              | Radiator Repair Specialist      | 20.59       |             |
| 05370                                              | Tire Repairer                   | 16.85       | ***         |
| 05400                                              | Transmission Repair Specialist  | 22.44       |             |
| 07000 Food Preparation And Service Occupations     |                                 |             |             |
| 07010                                              | Baker                           | 14.41       | ***         |
| 07041                                              | Cook I                          | 16.60       | ***         |
| 07042                                              | Cook II                         | 18.20       |             |
| 07070                                              | Dishwasher                      | 13.00       | ***         |
| 07130                                              | Food Service Worker             | 14.04       | ***         |
| 07210                                              | Meat Cutter                     | 18.09       |             |
| 07260                                              | Waiter/Waitress                 | 14.79       | ***         |
| 09000 Furniture Maintenance And Repair Occupations |                                 |             |             |
| 09010                                              | Electrostatic Spray Painter     | 21.73       |             |
| 09040                                              | Furniture Handler               | 15.98       | ***         |
| 09080                                              | Furniture Refinisher            | 21.73       |             |
| 09090                                              | Furniture Refinisher Helper     | 18.24       |             |
| 09110                                              | Furniture Repairer, Minor       | 19.99       |             |
| 09130                                              | Upholsterer                     | 21.73       |             |
| 11000 General Services And Support Occupations     |                                 |             |             |
| 11030                                              | Cleaner, Vehicles               | 14.47       | ***         |
| 11060                                              | Elevator Operator               | 16.62       | ***         |
| 11090                                              | Gardener                        | 21.28       |             |
| 11122                                              | Housekeeping Aide               | 16.62       | ***         |
| 11150                                              | Janitor                         | 16.62       | ***         |
| 11210                                              | Laborer, Grounds Maintenance    | 17.43       | ***         |
| 11240                                              | Maid or Houseman                | 15.63       | ***         |

| <b>Code</b> | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------------------------------|-------------|-------------|
| 11260       | Pruner                                     | 16.15       | ***         |
| 11270       | Tractor Operator                           | 20.01       |             |
| 11330       | Trail Maintenance Worker                   | 17.43       | ***         |
| 11360       | Window Cleaner                             | 17.93       |             |
| 12000       | Health Occupations                         |             |             |
| 12010       | Ambulance Driver                           | 17.64       | ***         |
| 12011       | Breath Alcohol Technician                  | 26.32       |             |
| 12012       | Certified Occupational Therapist Assistant | 36.12       |             |
| 12015       | Certified Physical Therapist Assistant     | 28.10       |             |
| 12020       | Dental Assistant                           | 21.40       |             |
| 12025       | Dental Hygienist                           | 37.02       |             |
| 12030       | EKG Technician                             | 33.22       |             |
| 12035       | Electroneurodiagnostic Technologist        | 33.22       |             |
| 12040       | Emergency Medical Technician               | 17.64       | ***         |
| 12071       | Licensed Practical Nurse I                 | 23.54       |             |
| 12072       | Licensed Practical Nurse II                | 26.32       |             |
| 12073       | Licensed Practical Nurse III               | 29.35       |             |
| 12100       | Medical Assistant                          | 18.99       |             |
| 12130       | Medical Laboratory Technician              | 31.98       |             |
| 12160       | Medical Record Clerk                       | 18.87       |             |
| 12190       | Medical Record Technician                  | 21.11       |             |
| 12195       | Medical Transcriptionist                   | 21.40       |             |
| 12210       | Nuclear Medicine Technologist              | 57.85       |             |
| 12221       | Nursing Assistant I                        | 13.65       | ***         |
| 12222       | Nursing Assistant II                       | 15.36       | ***         |
| 12223       | Nursing Assistant III                      | 16.76       | ***         |
| 12224       | Nursing Assistant IV                       | 18.81       |             |
| 12235       | Optical Dispenser                          | 18.14       |             |
| 12236       | Optical Technician                         | 23.54       |             |
| 12250       | Pharmacy Technician                        | 18.37       |             |
| 12280       | Phlebotomist                               | 17.68       | ***         |
| 12305       | Radiologic Technologist                    | 32.30       |             |
| 12311       | Registered Nurse I                         | 26.05       |             |
| 12312       | Registered Nurse II                        | 31.86       |             |
| 12313       | Registered Nurse II, Specialist            | 31.86       |             |
| 12314       | Registered Nurse III                       | 38.55       |             |
| 12315       | Registered Nurse III, Anesthetist          | 38.55       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12316       | Registered Nurse IV                                  | 46.22       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 32.63       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 31.94       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 19.64       |             |
| 13012       | Exhibits Specialist II                               | 22.75       |             |
| 13013       | Exhibits Specialist III                              | 27.67       |             |
| 13041       | Illustrator I                                        | 19.64       |             |
| 13042       | Illustrator II                                       | 22.75       |             |
| 13043       | Illustrator III                                      | 27.67       |             |
| 13047       | Librarian                                            | 25.04       |             |
| 13050       | Library Aide/Clerk                                   | 13.53       | ***         |
| 13054       | Library Information Technology Systems Administrator | 22.62       |             |
| 13058       | Library Technician                                   | 17.29       | ***         |
| 13061       | Media Specialist I                                   | 16.32       | ***         |
| 13062       | Media Specialist II                                  | 18.25       |             |
| 13063       | Media Specialist III                                 | 20.36       |             |
| 13071       | Photographer I                                       | 16.92       | ***         |
| 13072       | Photographer II                                      | 18.93       |             |
| 13073       | Photographer III                                     | 23.45       |             |
| 13074       | Photographer IV                                      | 28.69       |             |
| 13075       | Photographer V                                       | 32.49       |             |
| 13090       | Technical Order Library Clerk                        | 17.04       | ***         |
| 13110       | Video Teleconference Technician                      | 16.32       | ***         |
| 14000       | Information Technology Occupations                   |             |             |
| 14041       | Computer Operator I                                  | 15.62       | ***         |
| 14042       | Computer Operator II                                 | 17.48       | ***         |
| 14043       | Computer Operator III                                | 19.49       |             |
| 14044       | Computer Operator IV                                 | 21.66       |             |
| 14045       | Computer Operator V                                  | 23.98       |             |
| 14071       | Computer Programmer I                                | 22.45       | see 1       |
| 14072       | Computer Programmer II                               |             | see 1       |
| 14073       | Computer Programmer III                              |             | see 1       |
| 14074       | Computer Programmer IV                               |             | see 1       |
| 14101       | Computer Systems Analyst I                           |             | see 1       |
| 14102       | Computer Systems Analyst II                          |             | see 1       |
| 14103       | Computer Systems Analyst III                         |             | see 1       |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate Note</b> |
|-------------|---------------------------------------------------------|------------------|
| 14150       | Peripheral Equipment Operator                           | 15.62 ***        |
| 14160       | Personal Computer Support Technician                    | 21.66            |
| 14170       | System Support Specialist                               | 23.98            |
| 15000       | Instructional Occupations                               |                  |
| 15010       | Aircrew Training Devices Instructor (Non-Rated)         | 26.95            |
| 15020       | Aircrew Training Devices Instructor (Rated)             | 32.63            |
| 15030       | Air Crew Training Devices Instructor (Pilot)            | 39.08            |
| 15050       | Computer Based Training Specialist / Instructor         | 26.95            |
| 15060       | Educational Technologist                                | 36.80            |
| 15070       | Flight Instructor (Pilot)                               | 39.08            |
| 15080       | Graphic Artist                                          | 20.45            |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop                 | 39.08            |
| 15086       | Maintenance Test Pilot, Rotary Wing                     | 39.08            |
| 15088       | Non-Maintenance Test/Co-Pilot                           | 39.08            |
| 15090       | Technical Instructor                                    | 22.17            |
| 15095       | Technical Instructor/Course Developer                   | 26.37            |
| 15110       | Test Proctor                                            | 17.39 ***        |
| 15120       | Tutor                                                   | 17.39 ***        |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |                  |
| 16010       | Assembler                                               | 13.62 ***        |
| 16030       | Counter Attendant                                       | 13.62 ***        |
| 16040       | Dry Cleaner                                             | 17.11 ***        |
| 16070       | Finisher, Flatwork, Machine                             | 13.62 ***        |
| 16090       | Presser, Hand                                           | 13.62 ***        |
| 16110       | Presser, Machine, Drycleaning                           | 13.62 ***        |
| 16130       | Presser, Machine, Shirts                                | 13.62 ***        |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 13.62 ***        |
| 16190       | Sewing Machine Operator                                 | 18.56            |
| 16220       | Tailor                                                  | 19.96            |
| 16250       | Washer, Machine                                         | 14.43 ***        |
| 19000       | Machine Tool Operation And Repair Occupations           |                  |
| 19010       | Machine-Tool Operator (Tool Room)                       | 22.11            |
| 19040       | Tool And Die Maker                                      | 25.89            |
| 21000       | Materials Handling And Packing Occupations              |                  |
| 21020       | Forklift Operator                                       | 20.94            |
| 21030       | Material Coordinator                                    | 28.77            |
| 21040       | Material Expediter                                      | 28.77            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate Note</b> |
|-------------|---------------------------------------------------|------------------|
| 21050       | Material Handling Laborer                         | 17.85            |
| 21071       | Order Filler                                      | 16.46 ***        |
| 21080       | Production Line Worker (Food Processing)          | 20.94            |
| 21110       | Shipping Packer                                   | 19.87            |
| 21130       | Shipping/Receiving Clerk                          | 19.87            |
| 21140       | Store Worker I                                    | 20.58            |
| 21150       | Stock Clerk                                       | 25.92            |
| 21210       | Tools And Parts Attendant                         | 20.94            |
| 21410       | Warehouse Specialist                              | 20.94            |
| 23000       | Mechanics And Maintenance And Repair Occupations  |                  |
| 23010       | Aerospace Structural Welder                       | 27.25            |
| 23019       | Aircraft Logs and Records Technician              | 23.05            |
| 23021       | Aircraft Mechanic I                               | 26.28            |
| 23022       | Aircraft Mechanic II                              | 27.25            |
| 23023       | Aircraft Mechanic III                             | 28.33            |
| 23040       | Aircraft Mechanic Helper                          | 20.56            |
| 23050       | Aircraft, Painter                                 | 25.95            |
| 23060       | Aircraft Servicer                                 | 23.05            |
| 23070       | Aircraft Survival Flight Equipment Technician     | 25.95            |
| 23080       | Aircraft Worker                                   | 24.15            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I  | 24.15            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II | 26.28            |
| 23110       | Appliance Mechanic                                | 28.14            |
| 23120       | Bicycle Repairer                                  | 24.68            |
| 23125       | Cable Splicer                                     | 49.90            |
| 23130       | Carpenter, Maintenance                            | 25.47            |
| 23140       | Carpet Layer                                      | 27.05            |
| 23160       | Electrician, Maintenance                          | 29.94            |
| 23181       | Electronics Technician Maintenance I              | 28.17            |
| 23182       | Electronics Technician Maintenance II             | 29.41            |
| 23183       | Electronics Technician Maintenance III            | 30.66            |
| 23260       | Fabric Worker                                     | 25.86            |
| 23290       | Fire Alarm System Mechanic                        | 29.48            |
| 23310       | Fire Extinguisher Repairer                        | 24.68            |
| 23311       | Fuel Distribution System Mechanic                 | 44.48            |
| 23312       | Fuel Distribution System Operator                 | 37.23            |
| 23370       | General Maintenance Worker                        | 20.87            |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23380       | Ground Support Equipment Mechanic                                      | 26.28            |
| 23381       | Ground Support Equipment Servicer                                      | 23.05            |
| 23382       | Ground Support Equipment Worker                                        | 24.15            |
| 23391       | Gunsmith I                                                             | 24.68            |
| 23392       | Gunsmith II                                                            | 27.05            |
| 23393       | Gunsmith III                                                           | 29.48            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 23.76            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.67            |
| 23430       | Heavy Equipment Mechanic                                               | 26.42            |
| 23440       | Heavy Equipment Operator                                               | 26.98            |
| 23460       | Instrument Mechanic                                                    | 29.48            |
| 23465       | Laboratory/Shelter Mechanic                                            | 28.14            |
| 23470       | Laborer                                                                | 17.85            |
| 23510       | Locksmith                                                              | 28.14            |
| 23530       | Machinery Maintenance Mechanic                                         | 25.43            |
| 23550       | Machinist, Maintenance                                                 | 23.04            |
| 23580       | Maintenance Trades Helper                                              | 19.01            |
| 23591       | Metrology Technician I                                                 | 29.48            |
| 23592       | Metrology Technician II                                                | 30.61            |
| 23593       | Metrology Technician III                                               | 31.88            |
| 23640       | Millwright                                                             | 32.09            |
| 23710       | Office Appliance Repairer                                              | 28.14            |
| 23760       | Painter, Maintenance                                                   | 21.69            |
| 23790       | Pipefitter, Maintenance                                                | 28.91            |
| 23810       | Plumber, Maintenance                                                   | 26.88            |
| 23820       | Pneudraulic Systems Mechanic                                           | 29.48            |
| 23850       | Rigger                                                                 | 29.48            |
| 23870       | Scale Mechanic                                                         | 27.05            |
| 23890       | Sheet-Metal Worker, Maintenance                                        | 28.15            |
| 23910       | Small Engine Mechanic                                                  | 21.16            |
| 23931       | Telecommunications Mechanic I                                          | 27.52            |
| 23932       | Telecommunications Mechanic II                                         | 28.54            |
| 23950       | Telephone Lineman                                                      | 30.97            |
| 23960       | Welder, Combination, Maintenance                                       | 22.80            |
| 23965       | Well Driller                                                           | 28.15            |
| 23970       | Woodcraft Worker                                                       | 29.48            |
| 23980       | Woodworker                                                             | 24.68            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.02       |             |
| 24570       | Child Care Attendant                              | 13.86       | ***         |
| 24580       | Child Care Center Clerk                           | 17.29       | ***         |
| 24610       | Chore Aide                                        | 16.16       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.02       |             |
| 24630       | Homemaker                                         | 18.02       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 28.99       |             |
| 25040       | Sewage Plant Operator                             | 27.67       |             |
| 25070       | Stationary Engineer                               | 28.99       |             |
| 25190       | Ventilation Equipment Tender                      | 22.82       |             |
| 25210       | Water Treatment Plant Operator                    | 27.67       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 21.47       |             |
| 27007       | Baggage Inspector                                 | 17.40       | ***         |
| 27008       | Corrections Officer                               | 23.97       |             |
| 27010       | Court Security Officer                            | 24.29       |             |
| 27030       | Detection Dog Handler                             | 19.65       |             |
| 27040       | Detention Officer                                 | 23.97       |             |
| 27070       | Firefighter                                       | 23.47       |             |
| 27101       | Guard I                                           | 17.40       | ***         |
| 27102       | Guard II                                          | 19.65       |             |
| 27131       | Police Officer I                                  | 26.91       |             |
| 27132       | Police Officer II                                 | 29.91       |             |
| 28000       | Recreation Occupations                            |             |             |
| 28041       | Carnival Equipment Operator                       | 15.88       | ***         |
| 28042       | Carnival Equipment Repairer                       | 16.89       | ***         |
| 28043       | Carnival Worker                                   | 12.82       | ***         |
| 28210       | Gate Attendant/Gate Tender                        | 19.73       |             |
| 28310       | Lifeguard                                         | 20.48       |             |
| 28350       | Park Attendant (Aide)                             | 22.07       |             |
| 28510       | Recreation Aide/Health Facility Attendant         | 16.10       | ***         |
| 28515       | Recreation Specialist                             | 26.98       |             |
| 28630       | Sports Official                                   | 17.57       | ***         |
| 28690       | Swimming Pool Operator                            | 18.88       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services    |             |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate Note</b> |
|-------------|------------------------------------------------|------------------|
| 29010       | Blocker And Bracer                             | 27.05            |
| 29020       | Hatch Tender                                   | 27.05            |
| 29030       | Line Handler                                   | 27.05            |
| 29041       | Stevedore I                                    | 25.86            |
| 29042       | Stevedore II                                   | 28.14            |
| 30000       | Technical Occupations                          |                  |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 46.07            |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 31.77            |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 34.99            |
| 30021       | Archeological Technician I                     | 18.78            |
| 30022       | Archeological Technician II                    | 21.01            |
| 30023       | Archeological Technician III                   | 26.02            |
| 30030       | Cartographic Technician                        | 26.02            |
| 30040       | Civil Engineering Technician                   | 33.21            |
| 30051       | Cryogenic Technician I                         | 28.82            |
| 30052       | Cryogenic Technician II                        | 31.83            |
| 30061       | Drafter/CAD Operator I                         | 18.78            |
| 30062       | Drafter/CAD Operator II                        | 21.01            |
| 30063       | Drafter/CAD Operator III                       | 23.42            |
| 30064       | Drafter/CAD Operator IV                        | 28.82            |
| 30081       | Engineering Technician I                       | 17.34 ***        |
| 30082       | Engineering Technician II                      | 19.46            |
| 30083       | Engineering Technician III                     | 21.77            |
| 30084       | Engineering Technician IV                      | 26.97            |
| 30085       | Engineering Technician V                       | 32.98            |
| 30086       | Engineering Technician VI                      | 39.46            |
| 30090       | Environmental Technician                       | 25.91            |
| 30095       | Evidence Control Specialist                    | 26.02            |
| 30210       | Laboratory Technician                          | 24.17            |
| 30221       | Latent Fingerprint Technician I                | 28.82            |
| 30222       | Latent Fingerprint Technician II               | 31.83            |
| 30240       | Mathematical Technician                        | 26.02            |
| 30361       | Paralegal/Legal Assistant I                    | 21.82            |
| 30362       | Paralegal/Legal Assistant II                   | 27.03            |
| 30363       | Paralegal/Legal Assistant III                  | 33.05            |
| 30364       | Paralegal/Legal Assistant IV                   | 39.99            |
| 30375       | Petroleum Supply Specialist                    | 31.83            |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------------------|-------------|-------------|
| 30390       | Photo-Optics Technician                                  | 26.02       |             |
| 30395       | Radiation Control Technician                             | 31.83       |             |
| 30461       | Technical Writer I                                       | 26.02       |             |
| 30462       | Technical Writer II                                      | 31.83       |             |
| 30463       | Technical Writer III                                     | 38.51       |             |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 29.28       |             |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 35.43       |             |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 42.46       |             |
| 30494       | Unexploded (UXO) Safety Escort                           | 29.28       |             |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 29.28       |             |
| 30501       | Weather Forecaster I                                     | 28.82       |             |
| 30502       | Weather Forecaster II                                    | 35.06       |             |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 23.42       | see 2       |
| 30621       | Weather Observer, Senior                                 | 26.02       | see 2       |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |             |             |
| 31010       | Airplane Pilot                                           | 35.43       |             |
| 31020       | Bus Aide                                                 | 14.43       | ***         |
| 31030       | Bus Driver                                               | 18.46       |             |
| 31043       | Driver Courier                                           | 17.07       | ***         |
| 31260       | Parking and Lot Attendant                                | 13.78       | ***         |
| 31290       | Shuttle Bus Driver                                       | 16.13       | ***         |
| 31310       | Taxi Driver                                              | 14.91       | ***         |
| 31361       | Truckdriver, Light                                       | 18.15       |             |
| 31362       | Truckdriver, Medium                                      | 19.02       |             |
| 31363       | Truckdriver, Heavy                                       | 24.06       |             |
| 31364       | Truckdriver, Tractor-Trailer                             | 24.06       |             |
| 99000       | Miscellaneous Occupations                                |             |             |
| 99020       | Cabin Safety Specialist                                  | 17.27       | ***         |
| 99030       | Cashier                                                  | 13.69       | ***         |
| 99050       | Desk Clerk                                               | 14.73       | ***         |
| 99095       | Embalmer                                                 | 28.73       |             |
| 99130       | Flight Follower                                          | 29.28       |             |
| 99251       | Laboratory Animal Caretaker I                            | 16.89       | ***         |
| 99252       | Laboratory Animal Caretaker II                           | 17.96       |             |
| 99260       | Marketing Analyst                                        | 25.86       |             |
| 99310       | Mortician                                                | 28.73       |             |
| 99410       | Pest Controller                                          | 30.87       |             |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 99510       | Photofinishing Worker           | 15.39       | ***         |
| 99710       | Recycling Laborer               | 25.09       |             |
| 99711       | Recycling Specialist            | 28.80       |             |
| 99730       | Refuse Collector                | 23.25       |             |
| 99810       | Sales Clerk                     | 15.54       | ***         |
| 99820       | School Crossing Guard           | 20.30       |             |
| 99830       | Survey Party Chief              | 25.13       |             |
| 99831       | Surveying Aide                  | 14.94       | ***         |
| 99832       | Surveying Technician            | 22.34       |             |
| 99840       | Vending Machine Attendant       | 27.70       |             |
| 99841       | Vending Machine Repairer        | 32.29       |             |
| 99842       | Vending Machine Repairer Helper | 27.70       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).

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## **Wage Determination No. : 2015-5959**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 1

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Michigan

Area: Michigan County of Van Buren

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

### **Wage Determination Table**

| <b>Code</b> | <b>Title</b>                                    | <b>Rate Note</b> |
|-------------|-------------------------------------------------|------------------|
| 01000       | Administrative Support And Clerical Occupations |                  |
| 01011       | Accounting Clerk I                              | 17.44 ***        |
| 01012       | Accounting Clerk II                             | 19.58            |
| 01013       | Accounting Clerk III                            | 21.90            |
| 01020       | Administrative Assistant                        | 28.98            |
| 01035       | Court Reporter                                  | 22.79            |
| 01041       | Customer Service Representative I               | 16.63 ***        |
| 01042       | Customer Service Representative II              | 18.14            |
| 01043       | Customer Service Representative III             | 20.36            |
| 01051       | Data Entry Operator I                           | 17.47 ***        |
| 01052       | Data Entry Operator II                          | 19.06            |
| 01060       | Dispatcher, Motor Vehicle                       | 23.19            |
| 01070       | Document Preparation Clerk                      | 18.15            |
| 01090       | Duplicating Machine Operator                    | 18.15            |
| 01111       | General Clerk I                                 | 16.43 ***        |
| 01112       | General Clerk II                                | 17.93            |
| 01113       | General Clerk III                               | 20.13            |
| 01120       | Housing Referral Assistant                      | 25.39            |
| 01141       | Messenger Courier                               | 17.00 ***        |
| 01191       | Order Clerk I                                   | 19.95            |
| 01192       | Order Clerk II                                  | 21.77            |
| 01261       | Personnel Assistant (Employment) I              | 19.39            |

| <b>Code</b> | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------|-------------|-------------|
| 01262       | Personnel Assistant (Employment) II      | 21.69       |             |
| 01263       | Personnel Assistant (Employment) III     | 24.19       |             |
| 01270       | Production Control Clerk                 | 29.96       |             |
| 01290       | Rental Clerk                             | 17.85       |             |
| 01300       | Scheduler, Maintenance                   | 20.37       |             |
| 01311       | Secretary I                              | 20.37       |             |
| 01312       | Secretary II                             | 22.79       |             |
| 01313       | Secretary III                            | 25.39       |             |
| 01320       | Service Order Dispatcher                 | 20.73       |             |
| 01410       | Supply Technician                        | 28.98       |             |
| 01420       | Survey Worker                            | 20.53       |             |
| 01460       | Switchboard Operator/Receptionist        | 17.00       | ***         |
| 01531       | Travel Clerk I                           | 17.71       | ***         |
| 01532       | Travel Clerk II                          | 19.22       |             |
| 01533       | Travel Clerk III                         | 20.70       |             |
| 01611       | Word Processor I                         | 18.15       |             |
| 01612       | Word Processor II                        | 20.37       |             |
| 01613       | Word Processor III                       | 22.79       |             |
| 05000       | Automotive Service Occupations           |             |             |
| 05005       | Automobile Body Repairer, Fiberglass     | 25.84       |             |
| 05010       | Automotive Electrician                   | 22.32       |             |
| 05040       | Automotive Glass Installer               | 21.40       |             |
| 05070       | Automotive Worker                        | 21.40       |             |
| 05110       | Mobile Equipment Servicer                | 19.51       |             |
| 05130       | Motor Equipment Metal Mechanic           | 23.34       |             |
| 05160       | Motor Equipment Metal Worker             | 21.40       |             |
| 05190       | Motor Vehicle Mechanic                   | 23.34       |             |
| 05220       | Motor Vehicle Mechanic Helper            | 18.38       |             |
| 05250       | Motor Vehicle Upholstery Worker          | 20.41       |             |
| 05280       | Motor Vehicle Wrecker                    | 21.40       |             |
| 05310       | Painter, Automotive                      | 22.32       |             |
| 05340       | Radiator Repair Specialist               | 21.40       |             |
| 05370       | Tire Repairer                            | 18.60       |             |
| 05400       | Transmission Repair Specialist           | 23.34       |             |
| 07000       | Food Preparation And Service Occupations |             |             |
| 07010       | Baker                                    | 17.67       | ***         |
| 07041       | Cook I                                   | 16.84       | ***         |

| <b>Code</b> | <b>Title</b>                                 | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------------------|-------------|-------------|
| 07042       | Cook II                                      | 18.66       |             |
| 07070       | Dishwasher                                   | 13.43       | ***         |
| 07130       | Food Service Worker                          | 14.33       | ***         |
| 07210       | Meat Cutter                                  | 19.59       |             |
| 07260       | Waiter/Waitress                              | 16.42       | ***         |
| 09000       | Furniture Maintenance And Repair Occupations |             |             |
| 09010       | Electrostatic Spray Painter                  | 22.19       |             |
| 09040       | Furniture Handler                            | 16.94       | ***         |
| 09080       | Furniture Refinisher                         | 22.69       |             |
| 09090       | Furniture Refinisher Helper                  | 19.17       |             |
| 09110       | Furniture Repairer, Minor                    | 20.97       |             |
| 09130       | Upholsterer                                  | 22.69       |             |
| 11000       | General Services And Support Occupations     |             |             |
| 11030       | Cleaner, Vehicles                            | 16.95       | ***         |
| 11060       | Elevator Operator                            | 16.91       | ***         |
| 11090       | Gardener                                     | 21.30       |             |
| 11122       | Housekeeping Aide                            | 16.91       | ***         |
| 11150       | Janitor                                      | 16.91       | ***         |
| 11210       | Laborer, Grounds Maintenance                 | 17.51       | ***         |
| 11240       | Maid or Houseman                             | 14.28       | ***         |
| 11260       | Pruner                                       | 16.31       | ***         |
| 11270       | Tractor Operator                             | 20.06       |             |
| 11330       | Trail Maintenance Worker                     | 17.51       | ***         |
| 11360       | Window Cleaner                               | 18.20       |             |
| 12000       | Health Occupations                           |             |             |
| 12010       | Ambulance Driver                             | 22.55       |             |
| 12011       | Breath Alcohol Technician                    | 26.35       |             |
| 12012       | Certified Occupational Therapist Assistant   | 36.16       |             |
| 12015       | Certified Physical Therapist Assistant       | 29.64       |             |
| 12020       | Dental Assistant                             | 22.02       |             |
| 12025       | Dental Hygienist                             | 37.41       |             |
| 12030       | EKG Technician                               | 37.09       |             |
| 12035       | Electroneurodiagnostic Technologist          | 37.09       |             |
| 12040       | Emergency Medical Technician                 | 22.55       |             |
| 12071       | Licensed Practical Nurse I                   | 23.56       |             |
| 12072       | Licensed Practical Nurse II                  | 26.35       |             |
| 12073       | Licensed Practical Nurse III                 | 29.39       |             |

| <b>Code</b> | <b>Title</b>                                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------------|-------------|-------------|
| 12100       | Medical Assistant                                    | 19.51       |             |
| 12130       | Medical Laboratory Technician                        | 29.84       |             |
| 12160       | Medical Record Clerk                                 | 19.01       |             |
| 12190       | Medical Record Technician                            | 21.27       |             |
| 12195       | Medical Transcriptionist                             | 23.56       |             |
| 12210       | Nuclear Medicine Technologist                        | 57.92       |             |
| 12221       | Nursing Assistant I                                  | 14.60       | ***         |
| 12222       | Nursing Assistant II                                 | 16.42       | ***         |
| 12223       | Nursing Assistant III                                | 17.92       |             |
| 12224       | Nursing Assistant IV                                 | 20.11       |             |
| 12235       | Optical Dispenser                                    | 18.32       |             |
| 12236       | Optical Technician                                   | 23.56       |             |
| 12250       | Pharmacy Technician                                  | 18.76       |             |
| 12280       | Phlebotomist                                         | 17.84       |             |
| 12305       | Radiologic Technologist                              | 36.16       |             |
| 12311       | Registered Nurse I                                   | 28.96       |             |
| 12312       | Registered Nurse II                                  | 35.42       |             |
| 12313       | Registered Nurse II, Specialist                      | 35.42       |             |
| 12314       | Registered Nurse III                                 | 42.86       |             |
| 12315       | Registered Nurse III, Anesthetist                    | 42.86       |             |
| 12316       | Registered Nurse IV                                  | 51.37       |             |
| 12317       | Scheduler (Drug and Alcohol Testing)                 | 32.65       |             |
| 12320       | Substance Abuse Treatment Counselor                  | 24.96       |             |
| 13000       | Information And Arts Occupations                     |             |             |
| 13011       | Exhibits Specialist I                                | 19.71       |             |
| 13012       | Exhibits Specialist II                               | 24.43       |             |
| 13013       | Exhibits Specialist III                              | 29.88       |             |
| 13041       | Illustrator I                                        | 19.71       |             |
| 13042       | Illustrator II                                       | 24.43       |             |
| 13043       | Illustrator III                                      | 29.88       |             |
| 13047       | Librarian                                            | 27.05       |             |
| 13050       | Library Aide/Clerk                                   | 14.32       | ***         |
| 13054       | Library Information Technology Systems Administrator | 24.43       |             |
| 13058       | Library Technician                                   | 14.57       | ***         |
| 13061       | Media Specialist I                                   | 17.62       | ***         |
| 13062       | Media Specialist II                                  | 19.71       |             |
| 13063       | Media Specialist III                                 | 21.98       |             |

| <b>Code</b> | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|-------------------------------------------------|-------------|-------------|
| 13071       | Photographer I                                  | 17.62       | ***         |
| 13072       | Photographer II                                 | 19.71       |             |
| 13073       | Photographer III                                | 24.43       |             |
| 13074       | Photographer IV                                 | 29.88       |             |
| 13075       | Photographer V                                  | 36.15       |             |
| 13090       | Technical Order Library Clerk                   | 17.97       |             |
| 13110       | Video Teleconference Technician                 | 18.32       |             |
| 14000       | Information Technology Occupations              |             |             |
| 14041       | Computer Operator I                             | 20.01       |             |
| 14042       | Computer Operator II                            | 22.38       |             |
| 14043       | Computer Operator III                           | 24.96       |             |
| 14044       | Computer Operator IV                            | 27.73       |             |
| 14045       | Computer Operator V                             | 30.71       |             |
| 14071       | Computer Programmer I                           | 23.36       | see 1       |
| 14072       | Computer Programmer II                          |             | see 1       |
| 14073       | Computer Programmer III                         |             | see 1       |
| 14074       | Computer Programmer IV                          |             | see 1       |
| 14101       | Computer Systems Analyst I                      |             | see 1       |
| 14102       | Computer Systems Analyst II                     |             | see 1       |
| 14103       | Computer Systems Analyst III                    |             | see 1       |
| 14150       | Peripheral Equipment Operator                   | 20.01       |             |
| 14160       | Personal Computer Support Technician            | 27.73       |             |
| 14170       | System Support Specialist                       | 30.71       |             |
| 15000       | Instructional Occupations                       |             |             |
| 15010       | Aircrew Training Devices Instructor (Non-Rated) | 35.52       |             |
| 15020       | Aircrew Training Devices Instructor (Rated)     | 42.98       |             |
| 15030       | Air Crew Training Devices Instructor (Pilot)    | 51.53       |             |
| 15050       | Computer Based Training Specialist / Instructor | 35.52       |             |
| 15060       | Educational Technologist                        | 36.76       |             |
| 15070       | Flight Instructor (Pilot)                       | 51.53       |             |
| 15080       | Graphic Artist                                  | 24.62       |             |
| 15085       | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.53       |             |
| 15086       | Maintenance Test Pilot, Rotary Wing             | 51.53       |             |
| 15088       | Non-Maintenance Test/Co-Pilot                   | 51.53       |             |
| 15090       | Technical Instructor                            | 24.86       |             |
| 15095       | Technical Instructor/Course Developer           | 30.41       |             |
| 15110       | Test Proctor                                    | 20.07       |             |



| <b>Code</b> | <b>Title</b>                                            | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------------|-------------|-------------|
| 15120       | Tutor                                                   | 20.07       |             |
| 16000       | Laundry, Dry-Cleaning, Pressing And Related Occupations |             |             |
| 16010       | Assembler                                               | 13.62       | ***         |
| 16030       | Counter Attendant                                       | 13.62       | ***         |
| 16040       | Dry Cleaner                                             | 17.11       | ***         |
| 16070       | Finisher, Flatwork, Machine                             | 13.62       | ***         |
| 16090       | Presser, Hand                                           | 13.62       | ***         |
| 16110       | Presser, Machine, Drycleaning                           | 13.62       | ***         |
| 16130       | Presser, Machine, Shirts                                | 13.62       | ***         |
| 16160       | Presser, Machine, Wearing Apparel, Laundry              | 13.62       | ***         |
| 16190       | Sewing Machine Operator                                 | 18.56       |             |
| 16220       | Tailor                                                  | 19.96       |             |
| 16250       | Washer, Machine                                         | 14.43       | ***         |
| 19000       | Machine Tool Operation And Repair Occupations           |             |             |
| 19010       | Machine-Tool Operator (Tool Room)                       | 25.02       |             |
| 19040       | Tool And Die Maker                                      | 29.41       |             |
| 21000       | Materials Handling And Packing Occupations              |             |             |
| 21020       | Forklift Operator                                       | 21.24       |             |
| 21030       | Material Coordinator                                    | 29.96       |             |
| 21040       | Material Expediter                                      | 29.96       |             |
| 21050       | Material Handling Laborer                               | 19.68       |             |
| 21071       | Order Filler                                            | 16.92       | ***         |
| 21080       | Production Line Worker (Food Processing)                | 23.32       |             |
| 21110       | Shipping Packer                                         | 20.50       |             |
| 21130       | Shipping/Receiving Clerk                                | 20.50       |             |
| 21140       | Store Worker I                                          | 19.86       |             |
| 21150       | Stock Clerk                                             | 24.42       |             |
| 21210       | Tools And Parts Attendant                               | 21.54       |             |
| 21410       | Warehouse Specialist                                    | 23.32       |             |
| 23000       | Mechanics And Maintenance And Repair Occupations        |             |             |
| 23010       | Aerospace Structural Welder                             | 34.96       |             |
| 23019       | Aircraft Logs and Records Technician                    | 28.31       |             |
| 23021       | Aircraft Mechanic I                                     | 33.30       |             |
| 23022       | Aircraft Mechanic II                                    | 34.96       |             |
| 23023       | Aircraft Mechanic III                                   | 36.65       |             |
| 23040       | Aircraft Mechanic Helper                                | 25.33       |             |
| 23050       | Aircraft, Painter                                       | 31.69       |             |

| <b>Code</b> | <b>Title</b>                                                           | <b>Rate Note</b> |
|-------------|------------------------------------------------------------------------|------------------|
| 23060       | Aircraft Servicer                                                      | 28.31            |
| 23070       | Aircraft Survival Flight Equipment Technician                          | 31.69            |
| 23080       | Aircraft Worker                                                        | 30.03            |
| 23091       | Aircrew Life Support Equipment (ALSE) Mechanic I                       | 30.03            |
| 23092       | Aircrew Life Support Equipment (ALSE) Mechanic II                      | 33.30            |
| 23110       | Appliance Mechanic                                                     | 29.88            |
| 23120       | Bicycle Repairer                                                       | 26.12            |
| 23125       | Cable Splicer                                                          | 33.30            |
| 23130       | Carpenter, Maintenance                                                 | 26.98            |
| 23140       | Carpet Layer                                                           | 28.64            |
| 23160       | Electrician, Maintenance                                               | 29.48            |
| 23181       | Electronics Technician Maintenance I                                   | 31.82            |
| 23182       | Electronics Technician Maintenance II                                  | 33.58            |
| 23183       | Electronics Technician Maintenance III                                 | 35.29            |
| 23260       | Fabric Worker                                                          | 27.32            |
| 23290       | Fire Alarm System Mechanic                                             | 31.24            |
| 23310       | Fire Extinguisher Repairer                                             | 26.12            |
| 23311       | Fuel Distribution System Mechanic                                      | 33.30            |
| 23312       | Fuel Distribution System Operator                                      | 26.80            |
| 23370       | General Maintenance Worker                                             | 21.97            |
| 23380       | Ground Support Equipment Mechanic                                      | 33.30            |
| 23381       | Ground Support Equipment Servicer                                      | 28.31            |
| 23382       | Ground Support Equipment Worker                                        | 30.03            |
| 23391       | Gunsmith I                                                             | 26.12            |
| 23392       | Gunsmith II                                                            | 28.64            |
| 23393       | Gunsmith III                                                           | 31.24            |
| 23410       | Heating, Ventilation And Air-Conditioning Mechanic                     | 30.46            |
| 23411       | Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 31.97            |
| 23430       | Heavy Equipment Mechanic                                               | 27.73            |
| 23440       | Heavy Equipment Operator                                               | 28.82            |
| 23460       | Instrument Mechanic                                                    | 31.24            |
| 23465       | Laboratory/Shelter Mechanic                                            | 29.88            |
| 23470       | Laborer                                                                | 19.68            |
| 23510       | Locksmith                                                              | 29.88            |
| 23530       | Machinery Maintenance Mechanic                                         | 29.49            |
| 23550       | Machinist, Maintenance                                                 | 23.76            |
| 23580       | Maintenance Trades Helper                                              | 19.89            |

| <b>Code</b> | <b>Title</b>                                      | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------------------------|-------------|-------------|
| 23591       | Metrology Technician I                            | 31.24       |             |
| 23592       | Metrology Technician II                           | 32.53       |             |
| 23593       | Metrology Technician III                          | 33.88       |             |
| 23640       | Millwright                                        | 38.97       |             |
| 23710       | Office Appliance Repairer                         | 24.82       |             |
| 23760       | Painter, Maintenance                              | 22.16       |             |
| 23790       | Pipefitter, Maintenance                           | 40.14       |             |
| 23810       | Plumber, Maintenance                              | 38.20       |             |
| 23820       | Pneudraulic Systems Mechanic                      | 31.24       |             |
| 23850       | Rigger                                            | 31.24       |             |
| 23870       | Scale Mechanic                                    | 28.64       |             |
| 23890       | Sheet-Metal Worker, Maintenance                   | 39.68       |             |
| 23910       | Small Engine Mechanic                             | 21.93       |             |
| 23931       | Telecommunications Mechanic I                     | 31.02       |             |
| 23932       | Telecommunications Mechanic II                    | 32.45       |             |
| 23950       | Telephone Lineman                                 | 30.25       |             |
| 23960       | Welder, Combination, Maintenance                  | 22.84       |             |
| 23965       | Well Driller                                      | 31.24       |             |
| 23970       | Woodcraft Worker                                  | 31.24       |             |
| 23980       | Woodworker                                        | 26.12       |             |
| 24000       | Personal Needs Occupations                        |             |             |
| 24550       | Case Manager                                      | 18.15       |             |
| 24570       | Child Care Attendant                              | 13.75       | ***         |
| 24580       | Child Care Center Clerk                           | 17.14       | ***         |
| 24610       | Chore Aide                                        | 15.00       | ***         |
| 24620       | Family Readiness And Support Services Coordinator | 18.15       |             |
| 24630       | Homemaker                                         | 18.15       |             |
| 25000       | Plant And System Operations Occupations           |             |             |
| 25010       | Boiler Tender                                     | 28.77       |             |
| 25040       | Sewage Plant Operator                             | 27.07       |             |
| 25070       | Stationary Engineer                               | 28.77       |             |
| 25190       | Ventilation Equipment Tender                      | 22.28       |             |
| 25210       | Water Treatment Plant Operator                    | 27.07       |             |
| 27000       | Protective Service Occupations                    |             |             |
| 27004       | Alarm Monitor                                     | 24.01       |             |
| 27007       | Baggage Inspector                                 | 16.73       | ***         |
| 27008       | Corrections Officer                               | 29.44       |             |

| <b>Code</b> | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------------------|-------------|-------------|
| 27010       | Court Security Officer                         | 26.39       |             |
| 27030       | Detection Dog Handler                          | 18.71       |             |
| 27040       | Detention Officer                              | 29.44       |             |
| 27070       | Firefighter                                    | 21.41       |             |
| 27101       | Guard I                                        | 16.73       | ***         |
| 27102       | Guard II                                       | 18.71       |             |
| 27131       | Police Officer I                               | 30.19       |             |
| 27132       | Police Officer II                              | 33.54       |             |
| 28000       | Recreation Occupations                         |             |             |
| 28041       | Carnival Equipment Operator                    | 16.24       | ***         |
| 28042       | Carnival Equipment Repairer                    | 17.18       | ***         |
| 28043       | Carnival Worker                                | 13.47       | ***         |
| 28210       | Gate Attendant/Gate Tender                     | 18.73       |             |
| 28310       | Lifeguard                                      | 14.20       | ***         |
| 28350       | Park Attendant (Aide)                          | 20.95       |             |
| 28510       | Recreation Aide/Health Facility Attendant      | 15.29       | ***         |
| 28515       | Recreation Specialist                          | 25.95       |             |
| 28630       | Sports Official                                | 16.69       | ***         |
| 28690       | Swimming Pool Operator                         | 20.18       |             |
| 29000       | Stevedoring/Longshoremen Occupational Services |             |             |
| 29010       | Blocker And Bracer                             | 28.64       |             |
| 29020       | Hatch Tender                                   | 28.64       |             |
| 29030       | Line Handler                                   | 28.64       |             |
| 29041       | Stevedore I                                    | 27.32       |             |
| 29042       | Stevedore II                                   | 29.88       |             |
| 30000       | Technical Occupations                          |             |             |
| 30010       | Air Traffic Control Specialist, Center (HFO)   | 49.73       |             |
| 30011       | Air Traffic Control Specialist, Station (HFO)  | 34.29       |             |
| 30012       | Air Traffic Control Specialist, Terminal (HFO) | 37.77       |             |
| 30021       | Archeological Technician I                     | 21.58       |             |
| 30022       | Archeological Technician II                    | 24.14       |             |
| 30023       | Archeological Technician III                   | 29.90       |             |
| 30030       | Cartographic Technician                        | 29.90       |             |
| 30040       | Civil Engineering Technician                   | 29.90       |             |
| 30051       | Cryogenic Technician I                         | 33.12       |             |
| 30052       | Cryogenic Technician II                        | 36.57       |             |
| 30061       | Drafter/CAD Operator I                         | 21.58       |             |

| <b>Code</b> | <b>Title</b>                                             | <b>Rate Note</b> |
|-------------|----------------------------------------------------------|------------------|
| 30062       | Drafter/CAD Operator II                                  | 24.14            |
| 30063       | Drafter/CAD Operator III                                 | 26.90            |
| 30064       | Drafter/CAD Operator IV                                  | 33.12            |
| 30081       | Engineering Technician I                                 | 19.23            |
| 30082       | Engineering Technician II                                | 21.58            |
| 30083       | Engineering Technician III                               | 24.14            |
| 30084       | Engineering Technician IV                                | 29.90            |
| 30085       | Engineering Technician V                                 | 36.57            |
| 30086       | Engineering Technician VI                                | 44.25            |
| 30090       | Environmental Technician                                 | 29.90            |
| 30095       | Evidence Control Specialist                              | 29.90            |
| 30210       | Laboratory Technician                                    | 28.67            |
| 30221       | Latent Fingerprint Technician I                          | 33.12            |
| 30222       | Latent Fingerprint Technician II                         | 36.57            |
| 30240       | Mathematical Technician                                  | 29.90            |
| 30361       | Paralegal/Legal Assistant I                              | 21.62            |
| 30362       | Paralegal/Legal Assistant II                             | 26.78            |
| 30363       | Paralegal/Legal Assistant III                            | 32.75            |
| 30364       | Paralegal/Legal Assistant IV                             | 39.63            |
| 30375       | Petroleum Supply Specialist                              | 36.57            |
| 30390       | Photo-Optics Technician                                  | 29.90            |
| 30395       | Radiation Control Technician                             | 36.57            |
| 30461       | Technical Writer I                                       | 29.30            |
| 30462       | Technical Writer II                                      | 35.85            |
| 30463       | Technical Writer III                                     | 43.37            |
| 30491       | Unexploded Ordnance (UXO) Technician I                   | 31.60            |
| 30492       | Unexploded Ordnance (UXO) Technician II                  | 38.24            |
| 30493       | Unexploded Ordnance (UXO) Technician III                 | 45.84            |
| 30494       | Unexploded (UXO) Safety Escort                           | 31.60            |
| 30495       | Unexploded (UXO) Sweep Personnel                         | 31.60            |
| 30501       | Weather Forecaster I                                     | 33.12            |
| 30502       | Weather Forecaster II                                    | 40.28            |
| 30620       | Weather Observer, Combined Upper Air Or Surface Programs | 26.90 see 2      |
| 30621       | Weather Observer, Senior                                 | 29.90 see 2      |
| 31000       | Transportation/Mobile Equipment Operation Occupations    |                  |
| 31010       | Airplane Pilot                                           | 38.24            |
| 31020       | Bus Aide                                                 | 16.56 ***        |

| <b>Code</b> | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------------|-------------|-------------|
| 31030       | Bus Driver                      | 21.07       |             |
| 31043       | Driver Courier                  | 18.30       |             |
| 31260       | Parking and Lot Attendant       | 13.91       | ***         |
| 31290       | Shuttle Bus Driver              | 16.87       | ***         |
| 31310       | Taxi Driver                     | 15.19       | ***         |
| 31361       | Truckdriver, Light              | 19.35       |             |
| 31362       | Truckdriver, Medium             | 20.44       |             |
| 31363       | Truckdriver, Heavy              | 26.17       |             |
| 31364       | Truckdriver, Tractor-Trailer    | 26.17       |             |
| 99000       | Miscellaneous Occupations       |             |             |
| 99020       | Cabin Safety Specialist         | 18.65       |             |
| 99030       | Cashier                         | 13.88       | ***         |
| 99050       | Desk Clerk                      | 14.28       | ***         |
| 99095       | Embalmer                        | 31.60       |             |
| 99130       | Flight Follower                 | 31.60       |             |
| 99251       | Laboratory Animal Caretaker I   | 16.96       | ***         |
| 99252       | Laboratory Animal Caretaker II  | 18.01       |             |
| 99260       | Marketing Analyst               | 29.04       |             |
| 99310       | Mortician                       | 31.60       |             |
| 99410       | Pest Controller                 | 25.12       |             |
| 99510       | Photofinishing Worker           | 16.61       | ***         |
| 99710       | Recycling Laborer               | 24.35       |             |
| 99711       | Recycling Specialist            | 27.64       |             |
| 99730       | Refuse Collector                | 22.77       |             |
| 99810       | Sales Clerk                     | 15.40       | ***         |
| 99820       | School Crossing Guard           | 17.32       | ***         |
| 99830       | Survey Party Chief              | 25.03       |             |
| 99831       | Surveying Aide                  | 13.15       | ***         |
| 99832       | Surveying Technician            | 20.86       |             |
| 99840       | Vending Machine Attendant       | 23.61       |             |
| 99841       | Vending Machine Repairer        | 27.98       |             |
| 99842       | Vending Machine Repairer Helper | 23.61       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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)).