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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director Division of Wage Determinations	Wage Determination No.: 2015-4543 Revision No.: 34 Date Of Last Revision: 3/30/2026

State:

Area:

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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		33.99
01035 - Court Reporter		24.39
01041 - Customer Service Representative I		15.23
01042 - Customer Service Representative II		16.62
01043 - Customer Service Representative III		18.66
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.96
01060 - Dispatcher, Motor Vehicle		20.43
01070 - Document Preparation Clerk		18.15
01090 - Duplicating Machine Operator		18.15
01111 - General Clerk I		17.29
01112 - General Clerk II		18.87
01113 - General Clerk III		21.18
01120 - Housing Referral Assistant		24.32
01141 - Messenger Courier		17.74
01191 - Order Clerk I		18.80
01192 - Order Clerk II		20.52
01261 - Personnel Assistant (Employment) I		20.03
01262 - Personnel Assistant (Employment) II		22.40
01263 - Personnel Assistant (Employment) III		24.96
01270 - Production Control Clerk		24.29
01290 - Rental Clerk		18.49
01300 - Scheduler, Maintenance		19.51
01311 - Secretary I		19.51
01312 - Secretary II		21.82
01313 - Secretary III		24.32

01320 - Service Order Dispatcher	18.26
01410 - Supply Technician	33.99
01420 - Survey Worker	20.30
01460 - Switchboard Operator/Receptionist	17.88
01531 - Travel Clerk I	19.21
01532 - Travel Clerk II	21.33
01533 - Travel Clerk III	23.86
01611 - Word Processor I	17.90
01612 - Word Processor II	20.09
01613 - Word Processor III	22.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.05
05010 - Automotive Electrician	22.24
05040 - Automotive Glass Installer	20.76
05070 - Automotive Worker	20.76
05110 - Mobile Equipment Servicer	17.56
05130 - Motor Equipment Metal Mechanic	23.73
05160 - Motor Equipment Metal Worker	20.76
05190 - Motor Vehicle Mechanic	23.73
05220 - Motor Vehicle Mechanic Helper	15.94
05250 - Motor Vehicle Upholstery Worker	19.21
05280 - Motor Vehicle Wrecker	20.76
05310 - Painter, Automotive	22.24
05340 - Radiator Repair Specialist	20.76
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	23.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.51
07041 - Cook I	16.76
07042 - Cook II	19.81
07070 - Dishwasher	13.88
07130 - Food Service Worker	16.74
07210 - Meat Cutter	18.40
07260 - Waiter/Waitress	14.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.39
09040 - Furniture Handler	12.74
09080 - Furniture Refinisher	22.44
09090 - Furniture Refinisher Helper	16.14
09110 - Furniture Repairer, Minor	19.38
09130 - Upholsterer	20.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.29
11060 - Elevator Operator	14.69
11090 - Gardener	24.22
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	17.43
11240 - Maid or Houseman	15.97
11260 - Pruner	15.20
11270 - Tractor Operator	22.00
11330 - Trail Maintenance Worker	17.43
11360 - Window Cleaner	16.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.48
12011 - Breath Alcohol Technician	26.73
12012 - Certified Occupational Therapist Assistant	35.31
12015 - Certified Physical Therapist Assistant	32.73
12020 - Dental Assistant	21.89
12025 - Dental Hygienist	37.74

12030 - EKG Technician		24.00
12035 - Electroneurodiagnostic Technologist		24.00
12040 - Emergency Medical Technician		19.48
12071 - Licensed Practical Nurse I		23.90
12072 - Licensed Practical Nurse II		26.73
12073 - Licensed Practical Nurse III		29.80
12100 - Medical Assistant		20.96
12130 - Medical Laboratory Technician		31.24
12160 - Medical Record Clerk		20.24
12190 - Medical Record Technician		22.64
12195 - Medical Transcriptionist		19.69
12210 - Nuclear Medicine Technologist		45.23
12221 - Nursing Assistant I		14.76
12222 - Nursing Assistant II		16.60
12223 - Nursing Assistant III		18.12
12224 - Nursing Assistant IV		20.34
12235 - Optical Dispenser		27.75
12236 - Optical Technician		17.46
12250 - Pharmacy Technician		21.26
12280 - Phlebotomist		18.75
12305 - Radiologic Technologist		34.75
12311 - Registered Nurse I		27.82
12312 - Registered Nurse II		34.02
12313 - Registered Nurse II, Specialist		34.02
12314 - Registered Nurse III		41.16
12315 - Registered Nurse III, Anesthetist		41.16
12316 - Registered Nurse IV		49.35
12317 - Scheduler (Drug and Alcohol Testing)		33.12
12320 - Substance Abuse Treatment Counselor		28.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.38
13012 - Exhibits Specialist II		28.97
13013 - Exhibits Specialist III		35.44
13041 - Illustrator I		25.22
13042 - Illustrator II		31.24
13043 - Illustrator III		38.20
13047 - Librarian		31.86
13050 - Library Aide/Clerk		17.63
13054 - Library Information Technology Systems Administrator		28.75
13058 - Library Technician		22.35
13061 - Media Specialist I		20.20
13062 - Media Specialist II		22.60
13063 - Media Specialist III		25.18
13071 - Photographer I		20.51
13072 - Photographer II		22.94
13073 - Photographer III		28.41
13074 - Photographer IV		34.75
13075 - Photographer V		42.05
13090 - Technical Order Library Clerk		22.13
13110 - Video Teleconference Technician		24.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		24.31
14042 - Computer Operator II		27.20
14043 - Computer Operator III		30.31
14044 - Computer Operator IV		33.69
14045 - Computer Operator V		37.31
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	24.31
14160 - Personal Computer Support Technician	33.69
14170 - System Support Specialist	37.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.22
15020 - Aircrew Training Devices Instructor (Rated)	41.40
15030 - Air Crew Training Devices Instructor (Pilot)	49.64
15050 - Computer Based Training Specialist / Instructor	34.22
15060 - Educational Technologist	30.61
15070 - Flight Instructor (Pilot)	49.64
15080 - Graphic Artist	27.77
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	49.64
15086 - Maintenance Test Pilot, Rotary Wing	49.64
15088 - Non-Maintenance Test/Co-Pilot	49.64
15090 - Technical Instructor	27.10
15095 - Technical Instructor/Course Developer	33.15
15110 - Test Proctor	21.87
15120 - Tutor	21.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.51
16030 - Counter Attendant	14.51
16040 - Dry Cleaner	16.59
16070 - Finisher, Flatwork, Machine	14.51
16090 - Presser, Hand	14.51
16110 - Presser, Machine, Drycleaning	14.51
16130 - Presser, Machine, Shirts	14.51
16160 - Presser, Machine, Wearing Apparel, Laundry	14.51
16190 - Sewing Machine Operator	17.28
16220 - Tailor	17.97
16250 - Washer, Machine	15.20
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.71
19040 - Tool And Die Maker	32.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.53
21030 - Material Coordinator	24.29
21040 - Material Expediter	24.29
21050 - Material Handling Laborer	17.93
21071 - Order Filler	17.39
21080 - Production Line Worker (Food Processing)	21.53
21110 - Shipping Packer	18.89
21130 - Shipping/Receiving Clerk	18.89
21140 - Store Worker I	13.54
21150 - Stock Clerk	18.76
21210 - Tools And Parts Attendant	21.53
21410 - Warehouse Specialist	21.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.16
23019 - Aircraft Logs and Records Technician	29.06
23021 - Aircraft Mechanic I	35.85
23022 - Aircraft Mechanic II	38.16
23023 - Aircraft Mechanic III	40.43
23040 - Aircraft Mechanic Helper	24.10
23050 - Aircraft, Painter	32.85
23060 - Aircraft Servicer	29.06
23070 - Aircraft Survival Flight Equipment	

Technician	32.85
23080 - Aircraft Worker	31.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.85
23110 - Appliance Mechanic	22.96
23120 - Bicycle Repairer	18.79
23125 - Cable Splicer	38.89
23130 - Carpenter, Maintenance	23.31
23140 - Carpet Layer	25.63
23160 - Electrician, Maintenance	26.96
23181 - Electronics Technician Maintenance I	27.77
23182 - Electronics Technician Maintenance II	29.75
23183 - Electronics Technician Maintenance III	31.74
23260 - Fabric Worker	23.83
23290 - Fire Alarm System Mechanic	26.66
23310 - Fire Extinguisher Repairer	21.78
23311 - Fuel Distribution System Mechanic	26.65
23312 - Fuel Distribution System Operator	19.72
23370 - General Maintenance Worker	21.46
23380 - Ground Support Equipment Mechanic	35.85
23381 - Ground Support Equipment Servicer	29.06
23382 - Ground Support Equipment Worker	31.44
23391 - Gunsmith I	21.78
23392 - Gunsmith II	25.75
23393 - Gunsmith III	29.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.73
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.37
23430 - Heavy Equipment Mechanic	31.12
23440 - Heavy Equipment Operator	28.41
23460 - Instrument Mechanic	29.02
23465 - Laboratory/Shelter Mechanic	27.59
23470 - Laborer	17.93
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	29.21
23550 - Machinist, Maintenance	27.06
23580 - Maintenance Trades Helper	18.49
23591 - Metrology Technician I	29.02
23592 - Metrology Technician II	30.87
23593 - Metrology Technician III	32.70
23640 - Millwright	28.20
23710 - Office Appliance Repairer	19.34
23760 - Painter, Maintenance	20.57
23790 - Pipefitter, Maintenance	28.82
23810 - Plumber, Maintenance	27.01
23820 - Pneudraulic Systems Mechanic	29.44
23850 - Rigger	24.75
23870 - Scale Mechanic	25.75
23890 - Sheet-Metal Worker, Maintenance	26.04
23910 - Small Engine Mechanic	22.55
23931 - Telecommunications Mechanic I	30.36
23932 - Telecommunications Mechanic II	32.31
23950 - Telephone Lineman	29.74
23960 - Welder, Combination, Maintenance	24.71
23965 - Well Driller	25.69
23970 - Woodcraft Worker	29.44
23980 - Woodworker	21.78
24000 - Personal Needs Occupations	
24550 - Case Manager	21.44
24570 - Child Care Attendant	15.30
24580 - Child Care Center Clerk	19.07

24610 - Chore Aide		15.40
24620 - Family Readiness And Support Services Coordinator		21.44
24630 - Homemaker		21.44
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.44
25040 - Sewage Plant Operator		30.22
25070 - Stationary Engineer		34.44
25190 - Ventilation Equipment Tender		23.14
25210 - Water Treatment Plant Operator		30.22
27000 - Protective Service Occupations		
27004 - Alarm Monitor		29.70
27007 - Baggage Inspector		17.03
27008 - Corrections Officer		30.77
27010 - Court Security Officer		34.49
27030 - Detection Dog Handler		19.61
27040 - Detention Officer		30.77
27070 - Firefighter		36.34
27101 - Guard I		17.03
27102 - Guard II		19.61
27131 - Police Officer I		40.79
27132 - Police Officer II		45.33
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.41
28042 - Carnival Equipment Repairer		22.47
28043 - Carnival Worker		14.10
28210 - Gate Attendant/Gate Tender		20.25
28310 - Lifeguard		17.99
28350 - Park Attendant (Aide)		22.65
28510 - Recreation Aide/Health Facility Attendant		16.53
28515 - Recreation Specialist		28.05
28630 - Sports Official		18.04
28690 - Swimming Pool Operator		26.58
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.20
29020 - Hatch Tender		35.20
29030 - Line Handler		35.20
29041 - Stevedore I		32.57
29042 - Stevedore II		37.71
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	49.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	33.83
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	37.26
30021 - Archeological Technician I		19.99
30022 - Archeological Technician II		22.36
30023 - Archeological Technician III		27.69
30030 - Cartographic Technician		27.69
30040 - Civil Engineering Technician		32.94
30051 - Cryogenic Technician I		30.67
30052 - Cryogenic Technician II		33.87
30061 - Drafter/CAD Operator I		19.99
30062 - Drafter/CAD Operator II		22.36
30063 - Drafter/CAD Operator III		24.92
30064 - Drafter/CAD Operator IV		30.67
30081 - Engineering Technician I		18.49
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53

30084 - Engineering Technician IV		28.75
30085 - Engineering Technician V		35.16
30086 - Engineering Technician VI		42.54
30090 - Environmental Technician		22.51
30095 - Evidence Control Specialist		27.69
30210 - Laboratory Technician		22.94
30221 - Latent Fingerprint Technician I		32.30
30222 - Latent Fingerprint Technician II		35.67
30240 - Mathematical Technician		28.45
30361 - Paralegal/Legal Assistant I		24.47
30362 - Paralegal/Legal Assistant II		30.31
30363 - Paralegal/Legal Assistant III		37.07
30364 - Paralegal/Legal Assistant IV		44.85
30375 - Petroleum Supply Specialist		33.87
30390 - Photo-Optics Technician		27.69
30395 - Radiation Control Technician		33.87
30461 - Technical Writer I		30.80
30462 - Technical Writer II		37.67
30463 - Technical Writer III		45.58
30491 - Unexploded Ordnance (UXO) Technician I		31.19
30492 - Unexploded Ordnance (UXO) Technician II		37.73
30493 - Unexploded Ordnance (UXO) Technician III		45.22
30494 - Unexploded (UXO) Safety Escort		31.19
30495 - Unexploded (UXO) Sweep Personnel		31.19
30501 - Weather Forecaster I		30.67
30502 - Weather Forecaster II		37.31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.92
30621 - Weather Observer, Senior	(see 2)	27.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.73
31020 - Bus Aide		14.74
31030 - Bus Driver		22.42
31043 - Driver Courier		18.14
31260 - Parking and Lot Attendant		14.23
31290 - Shuttle Bus Driver		16.45
31310 - Taxi Driver		14.82
31361 - Truckdriver, Light		19.97
31362 - Truckdriver, Medium		21.85
31363 - Truckdriver, Heavy		24.38
31364 - Truckdriver, Tractor-Trailer		24.38
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.40
99030 - Cashier		14.08
99050 - Desk Clerk		16.83
99095 - Embalmer		27.67
99130 - Flight Follower		31.19
99251 - Laboratory Animal Caretaker I		18.23
99252 - Laboratory Animal Caretaker II		20.07
99260 - Marketing Analyst		38.54
99310 - Mortician		29.67
99410 - Pest Controller		22.12
99510 - Photofinishing Worker		18.12
99710 - Recycling Laborer		26.59
99711 - Recycling Specialist		33.56
99730 - Refuse Collector		23.18
99810 - Sales Clerk		15.78
99820 - School Crossing Guard		17.52
99830 - Survey Party Chief		26.13
99831 - Surveying Aide		14.24
99832 - Surveying Technician		23.33
99840 - Vending Machine Attendant		17.55
99841 - Vending Machine Repairer		22.85

99842 - Vending Machine Repairer Helper 17.55

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, 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 Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4571 Revision No.: 29 Date Of Last Revision: 3/30/2026

State: Florida

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.01
01012 - Accounting Clerk II		21.34
01013 - Accounting Clerk III		23.87
01020 - Administrative Assistant		30.40
01035 - Court Reporter		24.76
01041 - Customer Service Representative I		15.61
01042 - Customer Service Representative II		17.03
01043 - Customer Service Representative III		19.12
01051 - Data Entry Operator I		16.74
01052 - Data Entry Operator II		18.27
01060 - Dispatcher, Motor Vehicle		20.55
01070 - Document Preparation Clerk		18.12
01090 - Duplicating Machine Operator		18.12
01111 - General Clerk I		17.28
01112 - General Clerk II		18.86
01113 - General Clerk III		21.17
01120 - Housing Referral Assistant		23.72
01141 - Messenger Courier		18.14
01191 - Order Clerk I		19.61
01192 - Order Clerk II		21.40
01261 - Personnel Assistant (Employment) I		19.33
01262 - Personnel Assistant (Employment) II		21.62
01263 - Personnel Assistant (Employment) III		24.10
01270 - Production Control Clerk		23.71
01290 - Rental Clerk		17.87
01300 - Scheduler, Maintenance		19.02

01311 - Secretary I	19.02
01312 - Secretary II	21.28
01313 - Secretary III	23.72
01320 - Service Order Dispatcher	18.37
01410 - Supply Technician	30.40
01420 - Survey Worker	18.71
01460 - Switchboard Operator/Receptionist	17.13
01531 - Travel Clerk I	18.23
01532 - Travel Clerk II	20.00
01533 - Travel Clerk III	22.37
01611 - Word Processor I	16.37
01612 - Word Processor II	18.37
01613 - Word Processor III	20.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.00
05010 - Automotive Electrician	21.96
05040 - Automotive Glass Installer	20.65
05070 - Automotive Worker	20.65
05110 - Mobile Equipment Servicer	18.02
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.65
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.00
05250 - Motor Vehicle Upholstery Worker	19.26
05280 - Motor Vehicle Wrecker	20.65
05310 - Painter, Automotive	21.96
05340 - Radiator Repair Specialist	20.65
05370 - Tire Repairer	16.57
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.59
07041 - Cook I	16.35
07042 - Cook II	18.97
07070 - Dishwasher	14.76
07130 - Food Service Worker	17.12
07210 - Meat Cutter	21.64
07260 - Waiter/Waitress	14.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.16
09040 - Furniture Handler	14.10
09080 - Furniture Refinisher	22.46
09090 - Furniture Refinisher Helper	16.69
09110 - Furniture Repairer, Minor	19.67
09130 - Upholsterer	18.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.34
11060 - Elevator Operator	15.27
11090 - Gardener	22.73
11122 - Housekeeping Aide	15.27
11150 - Janitor	15.27
11210 - Laborer, Grounds Maintenance	17.17
11240 - Maid or Houseman	15.01
11260 - Pruner	15.10
11270 - Tractor Operator	20.88
11330 - Trail Maintenance Worker	17.17
11360 - Window Cleaner	17.37
12000 - Health Occupations	
12010 - Ambulance Driver	19.71
12011 - Breath Alcohol Technician	25.90
12012 - Certified Occupational Therapist Assistant	34.88

12015 - Certified Physical Therapist Assistant		33.91
12020 - Dental Assistant		23.05
12025 - Dental Hygienist		43.41
12030 - EKG Technician		28.45
12035 - Electroneurodiagnostic Technologist		28.45
12040 - Emergency Medical Technician		19.71
12071 - Licensed Practical Nurse I		23.16
12072 - Licensed Practical Nurse II		25.90
12073 - Licensed Practical Nurse III		28.87
12100 - Medical Assistant		19.80
12130 - Medical Laboratory Technician		27.02
12160 - Medical Record Clerk		20.87
12190 - Medical Record Technician		23.35
12195 - Medical Transcriptionist		20.71
12210 - Nuclear Medicine Technologist		44.61
12221 - Nursing Assistant I		12.80
12222 - Nursing Assistant II		14.40
12223 - Nursing Assistant III		15.72
12224 - Nursing Assistant IV		17.64
12235 - Optical Dispenser		25.29
12236 - Optical Technician		17.53
12250 - Pharmacy Technician		18.92
12280 - Phlebotomist		18.53
12305 - Radiologic Technologist		36.44
12311 - Registered Nurse I		27.39
12312 - Registered Nurse II		33.50
12313 - Registered Nurse II, Specialist		33.50
12314 - Registered Nurse III		40.53
12315 - Registered Nurse III, Anesthetist		40.53
12316 - Registered Nurse IV		48.59
12317 - Scheduler (Drug and Alcohol Testing)		32.09
12320 - Substance Abuse Treatment Counselor		24.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.03
13012 - Exhibits Specialist II		27.30
13013 - Exhibits Specialist III		33.39
13041 - Illustrator I		22.23
13042 - Illustrator II		27.54
13043 - Illustrator III		33.67
13047 - Librarian		30.23
13050 - Library Aide/Clerk		17.64
13054 - Library Information Technology Systems Administrator		27.30
13058 - Library Technician		18.66
13061 - Media Specialist I		19.70
13062 - Media Specialist II		22.03
13063 - Media Specialist III		24.57
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		30.28
13075 - Photographer V		36.64
13090 - Technical Order Library Clerk		22.15
13110 - Video Teleconference Technician		24.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.83
14042 - Computer Operator II		26.66
14043 - Computer Operator III		29.71
14044 - Computer Operator IV		33.02
14045 - Computer Operator V		36.57
14071 - Computer Programmer I	(see 1)	25.48
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		23.83
14160 - Personal Computer Support Technician		33.02
14170 - System Support Specialist		36.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.85
15020 - Aircrew Training Devices Instructor (Rated)		40.95
15030 - Air Crew Training Devices Instructor (Pilot)		49.10
15050 - Computer Based Training Specialist / Instructor		33.85
15060 - Educational Technologist		32.65
15070 - Flight Instructor (Pilot)		49.10
15080 - Graphic Artist		27.23
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.10
15086 - Maintenance Test Pilot, Rotary Wing		49.10
15088 - Non-Maintenance Test/Co-Pilot		49.10
15090 - Technical Instructor		25.49
15095 - Technical Instructor/Course Developer		31.18
15110 - Test Proctor		20.57
15120 - Tutor		20.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.51
16030 - Counter Attendant		14.51
16040 - Dry Cleaner		16.59
16070 - Finisher, Flatwork, Machine		14.51
16090 - Presser, Hand		14.51
16110 - Presser, Machine, Drycleaning		14.51
16130 - Presser, Machine, Shirts		14.51
16160 - Presser, Machine, Wearing Apparel, Laundry		14.51
16190 - Sewing Machine Operator		17.28
16220 - Tailor		17.97
16250 - Washer, Machine		15.20
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.13
19040 - Tool And Die Maker		29.44
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.98
21030 - Material Coordinator		23.71
21040 - Material Expediter		23.71
21050 - Material Handling Laborer		17.70
21071 - Order Filler		17.37
21080 - Production Line Worker (Food Processing)		21.98
21110 - Shipping Packer		18.63
21130 - Shipping/Receiving Clerk		18.63
21140 - Store Worker I		13.54
21150 - Stock Clerk		18.54
21210 - Tools And Parts Attendant		21.98
21410 - Warehouse Specialist		21.98
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		38.93
23019 - Aircraft Logs and Records Technician		30.42
23021 - Aircraft Mechanic I		36.90
23022 - Aircraft Mechanic II		38.93
23023 - Aircraft Mechanic III		40.60
23040 - Aircraft Mechanic Helper		25.82

23050 - Aircraft, Painter	34.46
23060 - Aircraft Servicer	30.42
23070 - Aircraft Survival Flight Equipment Technician	34.46
23080 - Aircraft Worker	32.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.90
23110 - Appliance Mechanic	22.58
23120 - Bicycle Repairer	21.15
23125 - Cable Splicer	38.71
23130 - Carpenter, Maintenance	23.64
23140 - Carpet Layer	21.19
23160 - Electrician, Maintenance	25.86
23181 - Electronics Technician Maintenance I	25.50
23182 - Electronics Technician Maintenance II	27.12
23183 - Electronics Technician Maintenance III	28.85
23260 - Fabric Worker	22.89
23290 - Fire Alarm System Mechanic	26.79
23310 - Fire Extinguisher Repairer	21.15
23311 - Fuel Distribution System Mechanic	24.57
23312 - Fuel Distribution System Operator	18.72
23370 - General Maintenance Worker	20.80
23380 - Ground Support Equipment Mechanic	36.90
23381 - Ground Support Equipment Servicer	30.42
23382 - Ground Support Equipment Worker	32.62
23391 - Gunsmith I	21.15
23392 - Gunsmith II	24.54
23393 - Gunsmith III	27.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.36
23430 - Heavy Equipment Mechanic	29.11
23440 - Heavy Equipment Operator	23.36
23460 - Instrument Mechanic	27.90
23465 - Laboratory/Shelter Mechanic	26.10
23470 - Laborer	17.70
23510 - Locksmith	21.74
23530 - Machinery Maintenance Mechanic	29.13
23550 - Machinist, Maintenance	24.44
23580 - Maintenance Trades Helper	18.49
23591 - Metrology Technician I	27.90
23592 - Metrology Technician II	29.44
23593 - Metrology Technician III	30.69
23640 - Millwright	25.89
23710 - Office Appliance Repairer	22.69
23760 - Painter, Maintenance	21.88
23790 - Pipefitter, Maintenance	26.74
23810 - Plumber, Maintenance	25.14
23820 - Pneudraulic Systems Mechanic	27.76
23850 - Rigger	26.20
23870 - Scale Mechanic	24.54
23890 - Sheet-Metal Worker, Maintenance	23.45
23910 - Small Engine Mechanic	21.81
23931 - Telecommunications Mechanic I	29.18
23932 - Telecommunications Mechanic II	30.79
23950 - Telephone Lineman	25.97
23960 - Welder, Combination, Maintenance	23.46
23965 - Well Driller	26.36
23970 - Woodcraft Worker	27.76
23980 - Woodworker	21.15

24000 - Personal Needs Occupations

24550 - Case Manager		20.27
24570 - Child Care Attendant		14.37
24580 - Child Care Center Clerk		17.91
24610 - Chore Aide		15.21
24620 - Family Readiness And Support Services Coordinator		20.27
24630 - Homemaker		20.27
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.08
25040 - Sewage Plant Operator		27.57
25070 - Stationary Engineer		32.08
25190 - Ventilation Equipment Tender		22.41
25210 - Water Treatment Plant Operator		27.57
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.07
27007 - Baggage Inspector		16.74
27008 - Corrections Officer		31.39
27010 - Court Security Officer		30.21
27030 - Detection Dog Handler		19.36
27040 - Detention Officer		31.39
27070 - Firefighter		29.02
27101 - Guard I		16.74
27102 - Guard II		19.36
27131 - Police Officer I		32.43
27132 - Police Officer II		36.04
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.07
28042 - Carnival Equipment Repairer		20.76
28043 - Carnival Worker		13.79
28210 - Gate Attendant/Gate Tender		20.19
28310 - Lifeguard		14.59
28350 - Park Attendant (Aide)		22.58
28510 - Recreation Aide/Health Facility Attendant		16.48
28515 - Recreation Specialist		27.97
28630 - Sports Official		17.98
28690 - Swimming Pool Operator		24.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		34.25
29020 - Hatch Tender		34.25
29030 - Line Handler		34.25
29041 - Stevedore I		31.94
29042 - Stevedore II		36.42
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.47
30022 - Archeological Technician II		21.78
30023 - Archeological Technician III		26.98
30030 - Cartographic Technician		26.98
30040 - Civil Engineering Technician		32.38
30051 - Cryogenic Technician I		29.88
30052 - Cryogenic Technician II		32.99
30061 - Drafter/CAD Operator I		19.47
30062 - Drafter/CAD Operator II		21.78
30063 - Drafter/CAD Operator III		24.27
30064 - Drafter/CAD Operator IV		29.88

30081 - Engineering Technician I			16.69
30082 - Engineering Technician II			18.74
30083 - Engineering Technician III			21.23
30084 - Engineering Technician IV			25.55
30085 - Engineering Technician V			31.25
30086 - Engineering Technician VI			37.81
30090 - Environmental Technician			23.08
30095 - Evidence Control Specialist			26.98
30210 - Laboratory Technician			23.36
30221 - Latent Fingerprint Technician I			27.86
30222 - Latent Fingerprint Technician II			30.76
30240 - Mathematical Technician			28.52
30361 - Paralegal/Legal Assistant I			20.39
30362 - Paralegal/Legal Assistant II			25.26
30363 - Paralegal/Legal Assistant III			30.90
30364 - Paralegal/Legal Assistant IV			37.38
30375 - Petroleum Supply Specialist			32.99
30390 - Photo-Optics Technician			26.98
30395 - Radiation Control Technician			32.99
30461 - Technical Writer I			26.32
30462 - Technical Writer II			32.19
30463 - Technical Writer III			38.95
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			29.88
30502 - Weather Forecaster II			36.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs		(see 2)	24.27
30621 - Weather Observer, Senior		(see 2)	26.98
31000 - Transportation/Mobile Equipment Operation Occupations			
31010 - Airplane Pilot			35.43
31020 - Bus Aide			15.87
31030 - Bus Driver			22.73
31043 - Driver Courier			17.37
31260 - Parking and Lot Attendant			13.70
31290 - Shuttle Bus Driver			15.45
31310 - Taxi Driver			13.29
31361 - Truckdriver, Light			18.91
31362 - Truckdriver, Medium			20.47
31363 - Truckdriver, Heavy			23.92
31364 - Truckdriver, Tractor-Trailer			23.92
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			17.27
99030 - Cashier			14.04
99050 - Desk Clerk			15.80
99095 - Embalmer			29.06
99130 - Flight Follower			29.28
99251 - Laboratory Animal Caretaker I			18.02
99252 - Laboratory Animal Caretaker II			19.62
99260 - Marketing Analyst			36.75
99310 - Mortician			29.06
99410 - Pest Controller			22.27
99510 - Photofinishing Worker			15.39
99710 - Recycling Laborer			26.29
99711 - Recycling Specialist			31.96
99730 - Refuse Collector			23.11
99810 - Sales Clerk			14.84
99820 - School Crossing Guard			17.35
99830 - Survey Party Chief			23.35
99831 - Surveying Aide			14.37

99832 - Surveying Technician	21.93
99840 - Vending Machine Attendant	17.27
99841 - Vending Machine Repairer	21.02
99842 - Vending Machine Repairer Helper	17.27

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, 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 Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 5 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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))."""