"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.: 2015-4281
Revision No.: 32
Date Of Last Revision: 12/23/2024

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.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Prince George's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Manassas, Manassas Park, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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		18.16
01052 - Data Entry Operator II		19.81
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	21.50
01262 - Personnel Assistant (Employment) II	24.05
01263 - Personnel Assistant (Employment) III	26.82
01270 - Production Control Clerk	26.81
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	22.08
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	28.60
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
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	19.20
05400 - Transmission Repair Specialist	28.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.68***
07041 - Cook I	20.22
07042 - Cook II	23.51
07070 - Dishwasher	16.96***
07130 - Food Service Worker	17.01***
07210 - Meat Cutter	21.58
07260 - Waiter/Waitress	17.08***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.83
09040 - Furniture Handler	14.06***
09080 - Furniture Refinisher	22.55
09090 - Furniture Refinisher Helper	16.71***
09110 - Furniture Repairer, Minor	19.82
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.85***
11060 - Elevator Operator	17.46***
11090 - Gardener	24.79
11122 - Housekeeping Aide	17.74***
11150 - Janitor	17.74***
11210 - Laborer, Grounds Maintenance	18.88
11240 - Maid or Houseman	16.96***

11260 - Pruner	18.02
11270 - Tractor Operator	22.69
11330 - Trail Maintenance Worker	18.88
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	24.09
12011 - Breath Alcohol Technician	28.19
12012 - Certified Occupational Therapist Assistant	38.30
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	24.09
12071 - Licensed Practical Nurse I	25.20
12072 - Licensed Practical Nurse II	28.19
12073 - Licensed Practical Nurse III	31.44
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	20.72
12210 - Nuclear Medicine Technologist	46.61
12221 - Nursing Assistant I	14.54***
12222 - Nursing Assistant II	16.35***
12223 - Nursing Assistant III	17.84
12224 - Nursing Assistant IV	20.04
12235 - Optical Dispenser	26.69
12236 - Optical Technician	23.50
12250 - Pharmacy Technician	21.46
12280 - Phlebotomist	22.95
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)	34.93
12320 - Substance Abuse Treatment Counselor	29.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.30
13012 - Exhibits Specialist II	30.10
13013 - Exhibits Specialist III	36.82
13041 - Illustrator I	24.49
13042 - Illustrator II	30.33
13043 - Illustrator III	37.10
13047 - Librarian	42.46
13050 - Library Aide/Clerk	19.29
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	22.33
13072 - Photographer II	25.16
13073 - Photographer III	31.50
13074 - Photographer IV	38.14
13075 - Photographer V	45.78
13090 - Technical Order Library Clerk	24.23
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
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		46.24
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		23.78
21030 - Material Coordinator		26.81
21040 - Material Expediter		26.81
21050 - Material Handling Laborer		18.44
21071 - Order Filler		17.70***
21080 - Production Line Worker (Food Processing)		23.78
21110 - Shipping Packer		19.99
21130 - Shipping/Receiving Clerk		19.99
21140 - Store Worker I		18.66
21150 - Stock Clerk		22.41
21210 - Tools And Parts Attendant		23.78
21410 - Warehouse Specialist		23.78
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		45.12
23019 - Aircraft Logs and Records Technician		35.77
23021 - Aircraft Mechanic I		42.85
23022 - Aircraft Mechanic II		45.12
23023 - Aircraft Mechanic III		47.32
23040 - Aircraft Mechanic Helper		30.16
23050 - Aircraft, Painter		40.69
23060 - Aircraft Servicer		35.77

23070 - Aircraft Survival Flight Equipment Technician 40.69
23080 - Aircraft Worker 38.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 38.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 42.85
23110 - Appliance Mechanic 25.28
23120 - Bicycle Repairer 19.30
23125 - Cable Splicer 40.48
23130 - Carpenter, Maintenance 28.16
23140 - Carpet Layer 22.54
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 29.84
23310 - Fire Extinguisher Repairer 25.49
23311 - Fuel Distribution System Mechanic 37.07
23312 - Fuel Distribution System Operator 28.53
23370 - General Maintenance Worker 24.26
23380 - Ground Support Equipment Mechanic 42.85
23381 - Ground Support Equipment Servicer 35.77
23382 - Ground Support Equipment Worker 38.32
23391 - Gunsmith I 25.49
23392 - Gunsmith II 29.64
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 30.95
23440 - Heavy Equipment Operator 28.45
23460 - Instrument Mechanic 35.15
23465 - Laboratory/Shelter Mechanic 31.46
23470 - Laborer 18.44
23510 - Locksmith 32.72
23530 - Machinery Maintenance Mechanic 31.20
23550 - Machinist, Maintenance 31.20
23580 - Maintenance Trades Helper 18.43
23591 - Metrology Technician I 35.15
23592 - Metrology Technician II 37.03
23593 - Metrology Technician III 38.83
23640 - Millwright 29.89
23710 - Office Appliance Repairer 22.96
23760 - Painter, Maintenance 23.35
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 30.59
23910 - Small Engine Mechanic 23.01
23931 - Telecommunications Mechanic I 37.06
23932 - Telecommunications Mechanic II 39.03
23950 - Telephone Lineman 43.07
23960 - Welder, Combination, Maintenance 28.60
23965 - Well Driller 29.56
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 16.90***

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	27.39
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	20.27
28042 - Carnival Equipment Repairer	22.16
28043 - Carnival Worker	15.65***
28210 - Gate Attendant/Gate Tender	21.04
28310 - Lifeguard	15.38***
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	25.76
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
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	51.58
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	35.56
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	39.17
30021 - Archeological Technician I	22.95
30022 - Archeological Technician II	25.67
30023 - Archeological Technician III	31.79
30030 - Cartographic Technician	31.79
30040 - Civil Engineering Technician	37.80
30051 - Cryogenic Technician I	35.21
30052 - Cryogenic Technician II	38.90
30061 - Drafter/CAD Operator I	22.95
30062 - Drafter/CAD Operator II	25.67
30063 - Drafter/CAD Operator III	28.61
30064 - Drafter/CAD Operator IV	35.21
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	31.79
30095 - Evidence Control Specialist	31.79
30210 - Laboratory Technician	28.21
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		38.90
30390 - Photo-Optics Technician		31.79
30395 - Radiation Control Technician		38.90
30461 - Technical Writer I		31.47
30462 - Technical Writer II		38.50
30463 - Technical Writer III		46.57
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		35.21
30502 - Weather Forecaster II		42.82
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	28.61
30621 - Weather Observer, Senior	(see 2)	31.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.66
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		19.33
99030 - Cashier		15.83***
99050 - Desk Clerk		16.90***
99095 - Embalmer		34.10
99130 - Flight Follower		32.78
99251 - Laboratory Animal Caretaker I		18.47
99252 - Laboratory Animal Caretaker II		20.18
99260 - Marketing Analyst		38.33
99310 - Mortician		34.10
99410 - Pest Controller		21.91
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***
99820 - School Crossing Guard		18.75
99830 - Survey Party Chief		31.00
99831 - Surveying Aide		19.26
99832 - Surveying Technician		29.45
99840 - Vending Machine Attendant		17.03***
99841 - Vending Machine Repairer		21.64
99842 - Vending Machine Repairer Helper		17.03***

***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.

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))."

"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.: 2015-4269
Revision No.: 28
Date Of Last Revision: 12/23/2024

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.

State: Maryland

Area: Maryland Counties of Frederick, Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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		18.16
01052 - Data Entry Operator II		19.81
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	21.50
01262 - Personnel Assistant (Employment) II	24.05
01263 - Personnel Assistant (Employment) III	26.82
01270 - Production Control Clerk	26.81
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	22.08
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	29.42
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
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	19.20
05400 - Transmission Repair Specialist	28.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.68***
07041 - Cook I	20.22
07042 - Cook II	23.51
07070 - Dishwasher	16.96***
07130 - Food Service Worker	17.01***
07210 - Meat Cutter	21.58
07260 - Waiter/Waitress	17.08***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.83
09040 - Furniture Handler	14.06***
09080 - Furniture Refinisher	22.55
09090 - Furniture Refinisher Helper	16.71***
09110 - Furniture Repairer, Minor	19.82
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.85***
11060 - Elevator Operator	17.46***
11090 - Gardener	24.79
11122 - Housekeeping Aide	17.74***
11150 - Janitor	17.74***
11210 - Laborer, Grounds Maintenance	18.88
11240 - Maid or Houseman	16.96***
11260 - Pruner	18.02
11270 - Tractor Operator	22.69
11330 - Trail Maintenance Worker	18.88

11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	24.09
12011 - Breath Alcohol Technician	28.19
12012 - Certified Occupational Therapist Assistant	38.30
12015 - Certified Physical Therapist Assistant	36.35
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	51.13
12030 - EKG Technician	41.73
12035 - Electroneurodiagnostic Technologist	41.73
12040 - Emergency Medical Technician	24.09
12071 - Licensed Practical Nurse I	25.20
12072 - Licensed Practical Nurse II	28.19
12073 - Licensed Practical Nurse III	31.44
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	20.72
12210 - Nuclear Medicine Technologist	46.61
12221 - Nursing Assistant I	14.54***
12222 - Nursing Assistant II	16.35***
12223 - Nursing Assistant III	17.84
12224 - Nursing Assistant IV	20.04
12235 - Optical Dispenser	26.69
12236 - Optical Technician	23.99
12250 - Pharmacy Technician	21.46
12280 - Phlebotomist	22.95
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)	34.93
12320 - Substance Abuse Treatment Counselor	29.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.30
13012 - Exhibits Specialist II	30.10
13013 - Exhibits Specialist III	36.82
13041 - Illustrator I	24.49
13042 - Illustrator II	30.33
13043 - Illustrator III	37.10
13047 - Librarian	42.46
13050 - Library Aide/Clerk	18.44
13054 - Library Information Technology Systems Administrator	38.33
13058 - Library Technician	24.07
13061 - Media Specialist I	27.66
13062 - Media Specialist II	30.94
13063 - Media Specialist III	34.50
13071 - Photographer I	22.33
13072 - Photographer II	25.16
13073 - Photographer III	31.50
13074 - Photographer IV	38.14
13075 - Photographer V	45.78
13090 - Technical Order Library Clerk	23.13
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
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		46.24
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		23.78
21030 - Material Coordinator		26.81
21040 - Material Expediter		26.81
21050 - Material Handling Laborer		18.44
21071 - Order Filler		17.70***
21080 - Production Line Worker (Food Processing)		23.78
21110 - Shipping Packer		19.99
21130 - Shipping/Receiving Clerk		19.99
21140 - Store Worker I		18.66
21150 - Stock Clerk		22.41
21210 - Tools And Parts Attendant		23.78
21410 - Warehouse Specialist		23.78
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		45.12
23019 - Aircraft Logs and Records Technician		35.77
23021 - Aircraft Mechanic I		42.85
23022 - Aircraft Mechanic II		45.12
23023 - Aircraft Mechanic III		47.32
23040 - Aircraft Mechanic Helper		30.16
23050 - Aircraft, Painter		40.69
23060 - Aircraft Servicer		35.77
23070 - Aircraft Survival Flight Equipment Technician		40.69
23080 - Aircraft Worker		38.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		38.32

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 42.85
II
23110 - Appliance Mechanic 25.90
23120 - Bicycle Repairer 19.30
23125 - Cable Splicer 40.48
23130 - Carpenter, Maintenance 28.16
23140 - Carpet Layer 22.54
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 29.84
23310 - Fire Extinguisher Repairer 25.49
23311 - Fuel Distribution System Mechanic 37.07
23312 - Fuel Distribution System Operator 28.53
23370 - General Maintenance Worker 24.26
23380 - Ground Support Equipment Mechanic 42.85
23381 - Ground Support Equipment Servicer 35.77
23382 - Ground Support Equipment Worker 38.32
23391 - Gunsmith I 25.49
23392 - Gunsmith II 29.64
23393 - Gunsmith III 33.13
23410 - Heating, Ventilation And Air-Conditioning 31.79
Mechanic
23411 - Heating, Ventilation And Air Contidioning 33.49
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 30.95
23440 - Heavy Equipment Operator 28.45
23460 - Instrument Mechanic 35.00
23465 - Laboratory/Shelter Mechanic 31.46
23470 - Laborer 18.44
23510 - Locksmith 29.41
23530 - Machinery Maintenance Mechanic 31.20
23550 - Machinist, Maintenance 31.20
23580 - Maintenance Trades Helper 18.43
23591 - Metrology Technician I 35.00
23592 - Metrology Technician II 36.86
23593 - Metrology Technician III 38.67
23640 - Millwright 29.89
23710 - Office Appliance Repairer 22.96
23760 - Painter, Maintenance 23.35
23790 - Pipefitter, Maintenance 33.08
23810 - Plumber, Maintenance 31.42
23820 - Pneudraulic Systems Mechanic 33.13
23850 - Rigger 31.23
23870 - Scale Mechanic 29.64
23890 - Sheet-Metal Worker, Maintenance 30.59
23910 - Small Engine Mechanic 24.79
23931 - Telecommunications Mechanic I 37.06
23932 - Telecommunications Mechanic II 39.03
23950 - Telephone Lineman 43.07
23960 - Welder, Combination, Maintenance 28.60
23965 - Well Driller 29.56
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 16.90***
24620 - Family Readiness And Support Services 21.35
Coordinator
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	27.39
27007 - Baggage Inspector	19.39
27008 - Corrections Officer	31.85
27010 - Court Security Officer	30.33
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	20.27
28042 - Carnival Equipment Repairer	22.16
28043 - Carnival Worker	15.65***
28210 - Gate Attendant/Gate Tender	20.37
28310 - Lifeguard	15.38***
28350 - Park Attendant (Aide)	22.79
28510 - Recreation Aide/Health Facility Attendant	16.65***
28515 - Recreation Specialist	28.24
28630 - Sports Official	18.15
28690 - Swimming Pool Operator	25.76
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
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	51.58
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	35.56
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	39.17
30021 - Archeological Technician I	22.95
30022 - Archeological Technician II	25.67
30023 - Archeological Technician III	31.79
30030 - Cartographic Technician	31.79
30040 - Civil Engineering Technician	37.80
30051 - Cryogenic Technician I	35.21
30052 - Cryogenic Technician II	38.90
30061 - Drafter/CAD Operator I	22.95
30062 - Drafter/CAD Operator II	25.67
30063 - Drafter/CAD Operator III	28.61
30064 - Drafter/CAD Operator IV	35.21
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	31.79
30095 - Evidence Control Specialist	31.79
30210 - Laboratory Technician	28.21
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		38.90
30390 - Photo-Optics Technician		31.79
30395 - Radiation Control Technician		38.90
30461 - Technical Writer I		31.47
30462 - Technical Writer II		38.50
30463 - Technical Writer III		46.57
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		35.21
30502 - Weather Forecaster II		42.82
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	28.61
30621 - Weather Observer, Senior	(see 2)	31.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.66
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		19.33
99030 - Cashier		15.83***
99050 - Desk Clerk		16.90***
99095 - Embalmer		31.73
99130 - Flight Follower		32.78
99251 - Laboratory Animal Caretaker I		18.47
99252 - Laboratory Animal Caretaker II		20.18
99260 - Marketing Analyst		38.33
99310 - Mortician		31.73
99410 - Pest Controller		21.91
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***
99820 - School Crossing Guard		18.75
99830 - Survey Party Chief		30.97
99831 - Surveying Aide		19.25
99832 - Surveying Technician		29.45
99840 - Vending Machine Attendant		15.88***
99841 - Vending Machine Repairer		20.60
99842 - Vending Machine Repairer Helper		15.88***

***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.

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))."