"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.: 2015-4047
Revision No.: 32
Date Of Last Revision: 12/03/2025

This wage determination is applicable in the following cities and towns in the following counties in MASSACHUSETTS:

ESSEX COUNTY - Lynnfield

MIDDLESEX COUNTY - Acton, Arlington, Bedford, Belmont, Boxborough, Burlington, Cambridge, Carlisle, Concord, Everett, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Newton, North Reading, Reading, Sherborn, Somerville, Stoneham, Stow, Wakefield, Waltham, Watertown, Wayland, Weston, Wilmington, Winchester, Woburn

NORFOLK COUNTY - Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY - Carver, Duxbury, Hanover, Hingham, Hull, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY - Boston, Chelsea, Revere, Winthrop

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.37
01012 - Accounting Clerk II		25.10
01013 - Accounting Clerk III		28.08
01020 - Administrative Assistant		39.01
01035 - Court Reporter		33.62
01041 - Customer Service Representative I		19.26
01042 - Customer Service Representative II		21.02
01043 - Customer Service Representative III		23.59
01051 - Data Entry Operator I		21.02
01052 - Data Entry Operator II		22.94
01060 - Dispatcher, Motor Vehicle		27.13

01070 - Document Preparation Clerk	23.14
01090 - Duplicating Machine Operator	23.14
01111 - General Clerk I	19.50
01112 - General Clerk II	21.28
01113 - General Clerk III	23.88
01120 - Housing Referral Assistant	28.21
01141 - Messenger Courier	20.46
01191 - Order Clerk I	25.17
01192 - Order Clerk II	27.47
01261 - Personnel Assistant (Employment) I	22.63
01262 - Personnel Assistant (Employment) II	25.31
01263 - Personnel Assistant (Employment) III	28.22
01270 - Production Control Clerk	28.85
01290 - Rental Clerk	21.96
01300 - Scheduler, Maintenance	22.62
01311 - Secretary I	22.62
01312 - Secretary II	25.30
01313 - Secretary III	28.21
01320 - Service Order Dispatcher	24.25
01410 - Supply Technician	39.01
01420 - Survey Worker	24.15
01460 - Switchboard Operator/Receptionist	20.90
01531 - Travel Clerk I	21.53
01532 - Travel Clerk II	23.20
01533 - Travel Clerk III	24.99
01611 - Word Processor I	20.65
01612 - Word Processor II	23.17
01613 - Word Processor III	25.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.81
05010 - Automotive Electrician	25.36
05040 - Automotive Glass Installer	24.23
05070 - Automotive Worker	24.23
05110 - Mobile Equipment Servicer	21.96
05130 - Motor Equipment Metal Mechanic	26.47
05160 - Motor Equipment Metal Worker	24.23
05190 - Motor Vehicle Mechanic	26.47
05220 - Motor Vehicle Mechanic Helper	20.65
05250 - Motor Vehicle Upholstery Worker	23.11
05280 - Motor Vehicle Wrecker	24.23
05310 - Painter, Automotive	25.36
05340 - Radiator Repair Specialist	24.23
05370 - Tire Repairer	17.73
05400 - Transmission Repair Specialist	26.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.82
07041 - Cook I	22.81
07042 - Cook II	25.17
07070 - Dishwasher	18.15
07130 - Food Service Worker	18.31

07210 - Meat Cutter	23.47
07260 - Waiter/Waitress	17.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.91
09040 - Furniture Handler	22.00
09080 - Furniture Refinisher	30.58
09090 - Furniture Refinisher Helper	24.70
09110 - Furniture Repairer, Minor	27.80
09130 - Upholsterer	23.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.38
11060 - Elevator Operator	20.64
11090 - Gardener	28.14
11122 - Housekeeping Aide	21.12
11150 - Janitor	21.12
11210 - Laborer, Grounds Maintenance	22.77
11240 - Maid or Houseman	18.68
11260 - Pruner	21.11
11270 - Tractor Operator	26.45
11330 - Trail Maintenance Worker	22.77
11360 - Window Cleaner	22.78
12000 - Health Occupations	
12010 - Ambulance Driver	22.45
12011 - Breath Alcohol Technician	33.94
12012 - Certified Occupational Therapist Assistant	36.24
12015 - Certified Physical Therapist Assistant	37.80
12020 - Dental Assistant	29.22
12025 - Dental Hygienist	49.07
12030 - EKG Technician	49.07
12035 - Electroneurodiagnostic Technologist	49.07
12040 - Emergency Medical Technician	22.45
12071 - Licensed Practical Nurse I	30.34
12072 - Licensed Practical Nurse II	33.94
12073 - Licensed Practical Nurse III	37.82
12100 - Medical Assistant	23.63
12130 - Medical Laboratory Technician	33.83
12160 - Medical Record Clerk	25.23
12190 - Medical Record Technician	28.47
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine Technologist	53.24
12221 - Nursing Assistant I	16.09
12222 - Nursing Assistant II	18.10
12223 - Nursing Assistant III	19.75
12224 - Nursing Assistant IV	22.17
12235 - Optical Dispenser	30.70
12236 - Optical Technician	23.75
12250 - Pharmacy Technician	22.05
12280 - Phlebotomist	23.48
12305 - Radiologic Technologist	48.36
12311 - Registered Nurse I	31.18

12312 - Registered Nurse II		40.19
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III		48.63
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		42.03
12320 - Substance Abuse Treatment Counselor		29.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.32
13012 - Exhibits Specialist II		28.88
13013 - Exhibits Specialist III		35.32
13041 - Illustrator I		24.09
13042 - Illustrator II		29.83
13043 - Illustrator III		36.50
13047 - Librarian		37.64
13050 - Library Aide/Clerk		21.24
13054 - Library Information Technology Systems Administrator		33.99
13058 - Library Technician		26.73
13061 - Media Specialist I		24.53
13062 - Media Specialist II		27.43
13063 - Media Specialist III		30.58
13071 - Photographer I		21.98
13072 - Photographer II		24.58
13073 - Photographer III		30.45
13074 - Photographer IV		37.24
13075 - Photographer V		45.06
13090 - Technical Order Library Clerk		26.67
13110 - Video Teleconference Technician		30.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		27.14
14042 - Computer Operator II		30.35
14043 - Computer Operator III		33.85
14044 - Computer Operator IV		37.61
14045 - Computer Operator V		41.65
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		27.14
14160 - Personal Computer Support Technician		37.61
14170 - System Support Specialist		43.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.95
15020 - Aircrew Training Devices Instructor (Rated)		49.54
15030 - Air Crew Training Devices Instructor (Pilot)		59.40
15050 - Computer Based Training Specialist / Instructor		40.95

15060 - Educational Technologist	45.19
15070 - Flight Instructor (Pilot)	59.40
15080 - Graphic Artist	37.50
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	59.40
15086 - Maintenance Test Pilot, Rotary Wing	59.40
15088 - Non-Maintenance Test/Co-Pilot	59.40
15090 - Technical Instructor	30.56
15095 - Technical Instructor/Course Developer	37.38
15110 - Test Proctor	24.68
15120 - Tutor	24.68
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	17.69
16030 - Counter Attendant	17.69
16040 - Dry Cleaner	20.20
16070 - Finisher, Flatwork, Machine	17.69
16090 - Presser, Hand	17.69
16110 - Presser, Machine, Drycleaning	17.69
16130 - Presser, Machine, Shirts	17.69
16160 - Presser, Machine, Wearing Apparel, Laundry	17.69
16190 - Sewing Machine Operator	21.05
16220 - Tailor	21.89
16250 - Washer, Machine	18.53
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.16
19040 - Tool And Die Maker	36.41
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.16
21030 - Material Coordinator	28.85
21040 - Material Expediter	28.85
21050 - Material Handling Laborer	21.91
21071 - Order Filler	18.40
21080 - Production Line Worker (Food Processing)	23.16
21110 - Shipping Packer	23.16
21130 - Shipping/Receiving Clerk	23.16
21140 - Store Worker I	17.51
21150 - Stock Clerk	21.99
21210 - Tools And Parts Attendant	23.16
21410 - Warehouse Specialist	23.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	46.26
23019 - Aircraft Logs and Records Technician	38.83
23021 - Aircraft Mechanic I	44.46
23022 - Aircraft Mechanic II	46.26
23023 - Aircraft Mechanic III	48.10
23040 - Aircraft Mechanic Helper	34.68
23050 - Aircraft, Painter	42.59
23060 - Aircraft Servicer	38.83
23070 - Aircraft Survival Flight Equipment Technician	42.59
23080 - Aircraft Worker	40.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	40.72

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 44.46
II
23110 - Appliance Mechanic 30.77
23120 - Bicycle Repairer 19.79
23125 - Cable Splicer 54.92
23130 - Carpenter, Maintenance 35.48
23140 - Carpet Layer 35.29
23160 - Electrician, Maintenance 40.12
23181 - Electronics Technician Maintenance I 34.79
23182 - Electronics Technician Maintenance II 36.39
23183 - Electronics Technician Maintenance III 37.99
23260 - Fabric Worker 34.04
23290 - Fire Alarm System Mechanic 38.59
23310 - Fire Extinguisher Repairer 32.34
23311 - Fuel Distribution System Mechanic 43.95
23312 - Fuel Distribution System Operator 36.47
23370 - General Maintenance Worker 27.87
23380 - Ground Support Equipment Mechanic 44.46
23381 - Ground Support Equipment Servicer 38.83
23382 - Ground Support Equipment Worker 40.72
23391 - Gunsmith I 32.34
23392 - Gunsmith II 35.69
23393 - Gunsmith III 38.97
23410 - Heating, Ventilation And Air-Conditioning 37.31
Mechanic
23411 - Heating, Ventilation And Air Contidioning 38.81
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 39.34
23440 - Heavy Equipment Operator 35.42
23460 - Instrument Mechanic 34.53
23465 - Laboratory/Shelter Mechanic 37.33
23470 - Laborer 21.91
23510 - Locksmith 30.13
23530 - Machinery Maintenance Mechanic 35.18
23550 - Machinist, Maintenance 30.58
23580 - Maintenance Trades Helper 21.55
23591 - Metrology Technician I 34.53
23592 - Metrology Technician II 35.92
23593 - Metrology Technician III 37.35
23640 - Millwright 34.24
23710 - Office Appliance Repairer 26.96
23760 - Painter, Maintenance 27.67
23790 - Pipefitter, Maintenance 43.19
23810 - Plumber, Maintenance 41.37
23820 - Pneudraulic Systems Mechanic 38.97
23850 - Rigger 38.43
23870 - Scale Mechanic 35.69
23890 - Sheet-Metal Worker, Maintenance 35.54
23910 - Small Engine Mechanic 28.12

23931 - Telecommunications Mechanic I	37.51
23932 - Telecommunications Mechanic II	39.56
23950 - Telephone Lineman	49.85
23960 - Welder, Combination, Maintenance	29.92
23965 - Well Driller	40.44
23970 - Woodcraft Worker	38.97
23980 - Woodworker	32.34
24000 - Personal Needs Occupations	
24550 - Case Manager	22.23
24570 - Child Care Attendant	18.89
24580 - Child Care Center Clerk	23.55
24610 - Chore Aide	19.13
24620 - Family Readiness And Support Services Coordinator	22.23
24630 - Homemaker	22.67
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.30
25040 - Sewage Plant Operator	31.91
25070 - Stationary Engineer	38.30
25190 - Ventilation Equipment Tender	29.87
25210 - Water Treatment Plant Operator	31.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.13
27007 - Baggage Inspector	21.78
27008 - Corrections Officer	39.37
27010 - Court Security Officer	37.39
27030 - Detection Dog Handler	24.36
27040 - Detention Officer	39.37
27070 - Firefighter	35.43
27101 - Guard I	21.78
27102 - Guard II	24.36
27131 - Police Officer I	34.01
27132 - Police Officer II	37.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.41
28042 - Carnival Equipment Repairer	21.72
28043 - Carnival Worker	16.29
28210 - Gate Attendant/Gate Tender	21.92
28310 - Lifeguard	17.94
28350 - Park Attendant (Aide)	24.52
28510 - Recreation Aide/Health Facility Attendant	17.90
28515 - Recreation Specialist	30.38
28630 - Sports Official	19.53
28690 - Swimming Pool Operator	23.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	36.09
29020 - Hatch Tender	36.09
29030 - Line Handler	36.09
29041 - Stevedore I	34.41
29042 - Stevedore II	37.75

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.19
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.63
30021 - Archeological Technician I		24.14
30022 - Archeological Technician II		27.00
30023 - Archeological Technician III		33.44
30030 - Cartographic Technician		33.44
30040 - Civil Engineering Technician		34.24
30051 - Cryogenic Technician I		37.04
30052 - Cryogenic Technician II		40.90
30061 - Drafter/CAD Operator I		24.14
30062 - Drafter/CAD Operator II		27.00
30063 - Drafter/CAD Operator III		30.09
30064 - Drafter/CAD Operator IV		37.04
30081 - Engineering Technician I		20.27
30082 - Engineering Technician II		22.74
30083 - Engineering Technician III		25.44
30084 - Engineering Technician IV		31.52
30085 - Engineering Technician V		38.56
30086 - Engineering Technician VI		46.65
30090 - Environmental Technician		29.28
30095 - Evidence Control Specialist		33.44
30210 - Laboratory Technician		31.25
30221 - Latent Fingerprint Technician I		37.06
30222 - Latent Fingerprint Technician II		40.94
30240 - Mathematical Technician		42.86
30361 - Paralegal/Legal Assistant I		24.59
30362 - Paralegal/Legal Assistant II		30.46
30363 - Paralegal/Legal Assistant III		37.25
30364 - Paralegal/Legal Assistant IV		45.07
30375 - Petroleum Supply Specialist		40.90
30390 - Photo-Optics Technician		33.44
30395 - Radiation Control Technician		40.90
30461 - Technical Writer I		33.78
30462 - Technical Writer II		41.31
30463 - Technical Writer III		49.98
30491 - Unexploded Ordnance (UXO) Technician I		33.16
30492 - Unexploded Ordnance (UXO) Technician II		40.13
30493 - Unexploded Ordnance (UXO) Technician III		48.09
30494 - Unexploded (UXO) Safety Escort		33.16
30495 - Unexploded (UXO) Sweep Personnel		33.16
30501 - Weather Forecaster I		37.04
30502 - Weather Forecaster II		45.05
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.09
30621 - Weather Observer, Senior	(see 2)	33.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.13
31020 - Bus Aide		23.29

31030 - Bus Driver	30.29
31043 - Driver Courier	21.77
31260 - Parking and Lot Attendant	17.71
31290 - Shuttle Bus Driver	20.48
31310 - Taxi Driver	16.57
31361 - Truckdriver, Light	23.16
31362 - Truckdriver, Medium	24.38
31363 - Truckdriver, Heavy	29.58
31364 - Truckdriver, Tractor-Trailer	29.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.56
99030 - Cashier	16.90
99050 - Desk Clerk	18.67
99095 - Embalmer	40.21
99130 - Flight Follower	33.16
99251 - Laboratory Animal Caretaker I	21.81
99252 - Laboratory Animal Caretaker II	23.20
99260 - Marketing Analyst	43.70
99310 - Mortician	40.21
99410 - Pest Controller	23.66
99510 - Photofinishing Worker	20.42
99710 - Recycling Laborer	31.56
99711 - Recycling Specialist	36.65
99730 - Refuse Collector	29.11
99810 - Sales Clerk	17.58
99820 - School Crossing Guard	19.83
99830 - Survey Party Chief	31.86
99831 - Surveying Aide	21.08
99832 - Surveying Technician	28.97
99840 - Vending Machine Attendant	21.15
99841 - Vending Machine Repairer	24.87
99842 - Vending Machine Repairer Helper	21.15

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, 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

Wage Determination No.: 2015-4605
Revision No.: 27
Date Of Last Revision: 12/03/2025

Daniel W. Simms
Director

Division of
Wage Determinations

State: Alabama

Area: Alabama County of Mobile

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.18
01012 - Accounting Clerk II		19.28
01013 - Accounting Clerk III		21.57
01020 - Administrative Assistant		31.24
01035 - Court Reporter		21.38
01041 - Customer Service Representative I		15.20
01042 - Customer Service Representative II		16.58
01043 - Customer Service Representative III		18.61
01051 - Data Entry Operator I		15.27
01052 - Data Entry Operator II		16.66
01060 - Dispatcher, Motor Vehicle		21.00
01070 - Document Preparation Clerk		17.03
01090 - Duplicating Machine Operator		17.03
01111 - General Clerk I		14.41
01112 - General Clerk II		15.72
01113 - General Clerk III		17.64
01120 - Housing Referral Assistant		23.82
01141 - Messenger Courier		14.89
01191 - Order Clerk I		15.60
01192 - Order Clerk II		17.03
01261 - Personnel Assistant (Employment) I		18.78
01262 - Personnel Assistant (Employment) II		21.01
01263 - Personnel Assistant (Employment) III		24.58
01270 - Production Control Clerk		29.85
01290 - Rental Clerk		14.40
01300 - Scheduler, Maintenance		19.11
01311 - Secretary I		19.11
01312 - Secretary II		21.38

01313 - Secretary III	23.82
01320 - Service Order Dispatcher	18.77
01410 - Supply Technician	31.24
01420 - Survey Worker	17.56
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	17.35
01532 - Travel Clerk II	18.44
01533 - Travel Clerk III	21.24
01611 - Word Processor I	17.03
01612 - Word Processor II	19.11
01613 - Word Processor III	21.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.00
05010 - Automotive Electrician	20.53
05040 - Automotive Glass Installer	19.13
05070 - Automotive Worker	19.13
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	21.89
05160 - Motor Equipment Metal Worker	19.13
05190 - Motor Vehicle Mechanic	21.89
05220 - Motor Vehicle Mechanic Helper	14.92
05250 - Motor Vehicle Upholstery Worker	17.71
05280 - Motor Vehicle Wrecker	19.13
05310 - Painter, Automotive	20.53
05340 - Radiator Repair Specialist	19.13
05370 - Tire Repairer	14.09
05400 - Transmission Repair Specialist	21.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.05
07041 - Cook I	13.06
07042 - Cook II	15.29
07070 - Dishwasher	12.08
07130 - Food Service Worker	11.83
07210 - Meat Cutter	22.20
07260 - Waiter/Waitress	10.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.04
09040 - Furniture Handler	11.86
09080 - Furniture Refinisher	19.97
09090 - Furniture Refinisher Helper	14.56
09110 - Furniture Repairer, Minor	17.23
09130 - Upholsterer	19.51
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.09
11060 - Elevator Operator	13.70
11090 - Gardener	22.36
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	16.58
11240 - Maid or Houseman	12.45

11260 - Pruner	14.56
11270 - Tractor Operator	20.44
11330 - Trail Maintenance Worker	16.58
11360 - Window Cleaner	15.27
12000 - Health Occupations	
12010 - Ambulance Driver	17.71
12011 - Breath Alcohol Technician	21.86
12012 - Certified Occupational Therapist Assistant	29.99
12015 - Certified Physical Therapist Assistant	29.98
12020 - Dental Assistant	17.45
12025 - Dental Hygienist	30.14
12030 - EKG Technician	25.98
12035 - Electroneurodiagnostic Technologist	25.98
12040 - Emergency Medical Technician	17.71
12071 - Licensed Practical Nurse I	19.54
12072 - Licensed Practical Nurse II	21.86
12073 - Licensed Practical Nurse III	24.36
12100 - Medical Assistant	16.73
12130 - Medical Laboratory Technician	22.67
12160 - Medical Record Clerk	17.80
12190 - Medical Record Technician	19.91
12195 - Medical Transcriptionist	18.27
12210 - Nuclear Medicine Technologist	45.33
12221 - Nursing Assistant I	13.43
12222 - Nursing Assistant II	15.11
12223 - Nursing Assistant III	16.49
12224 - Nursing Assistant IV	18.51
12235 - Optical Dispenser	15.23
12236 - Optical Technician	19.54
12250 - Pharmacy Technician	18.27
12280 - Phlebotomist	17.29
12305 - Radiologic Technologist	28.57
12311 - Registered Nurse I	27.40
12312 - Registered Nurse II	33.51
12313 - Registered Nurse II, Specialist	33.51
12314 - Registered Nurse III	40.54
12315 - Registered Nurse III, Anesthetist	40.54
12316 - Registered Nurse IV	48.61
12317 - Scheduler (Drug and Alcohol Testing)	27.07
12320 - Substance Abuse Treatment Counselor	23.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.99
13012 - Exhibits Specialist II	27.24
13013 - Exhibits Specialist III	33.33
13041 - Illustrator I	21.99
13042 - Illustrator II	27.24
13043 - Illustrator III	33.33
13047 - Librarian	30.17
13050 - Library Aide/Clerk	11.78
13054 - Library Information Technology Systems	27.24

Administrator		
13058 - Library Technician		17.14
13061 - Media Specialist I		19.66
13062 - Media Specialist II		21.99
13063 - Media Specialist III		24.52
13071 - Photographer I		16.44
13072 - Photographer II		18.39
13073 - Photographer III		22.79
13074 - Photographer IV		27.86
13075 - Photographer V		33.71
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		21.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.33
14042 - Computer Operator II		23.85
14043 - Computer Operator III		26.60
14044 - Computer Operator IV		29.56
14045 - Computer Operator V		32.73
14071 - Computer Programmer I	(see 1)	25.31
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.33
14160 - Personal Computer Support Technician		29.56
14170 - System Support Specialist		32.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.63
15020 - Aircrew Training Devices Instructor (Rated)		40.65
15030 - Air Crew Training Devices Instructor (Pilot)		48.72
15050 - Computer Based Training Specialist / Instructor		33.63
15060 - Educational Technologist		33.58
15070 - Flight Instructor (Pilot)		48.72
15080 - Graphic Artist		22.52
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.72
15086 - Maintenance Test Pilot, Rotary Wing		48.72
15088 - Non-Maintenance Test/Co-Pilot		48.72
15090 - Technical Instructor		25.08
15095 - Technical Instructor/Course Developer		30.67
15110 - Test Proctor		20.24
15120 - Tutor		20.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.69
16030 - Counter Attendant		11.69
16040 - Dry Cleaner		13.54
16070 - Finisher, Flatwork, Machine		11.69
16090 - Presser, Hand		11.69
16110 - Presser, Machine, Drycleaning		11.69

16130 - Presser, Machine, Shirts 11.69
16160 - Presser, Machine, Wearing Apparel, Laundry 11.69
16190 - Sewing Machine Operator 14.34
16220 - Tailor 15.19
16250 - Washer, Machine 12.22
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.57
19040 - Tool And Die Maker 32.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.45
21030 - Material Coordinator 29.85
21040 - Material Expediter 29.85
21050 - Material Handling Laborer 16.74
21071 - Order Filler 16.20
21080 - Production Line Worker (Food Processing) 23.45
21110 - Shipping Packer 19.92
21130 - Shipping/Receiving Clerk 19.92
21140 - Store Worker I 14.25
21150 - Stock Clerk 20.99
21210 - Tools And Parts Attendant 23.45
21410 - Warehouse Specialist 23.45
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.90
23019 - Aircraft Logs and Records Technician 29.14
23021 - Aircraft Mechanic I 36.01
23022 - Aircraft Mechanic II 37.90
23023 - Aircraft Mechanic III 39.80
23040 - Aircraft Mechanic Helper 24.54
23050 - Aircraft, Painter 33.77
23060 - Aircraft Servicer 29.14
23070 - Aircraft Survival Flight Equipment Technician 33.77
23080 - Aircraft Worker 31.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.01
23110 - Appliance Mechanic 26.57
23120 - Bicycle Repairer 21.12
23125 - Cable Splicer 47.70
23130 - Carpenter, Maintenance 22.18
23140 - Carpet Layer 24.76
23160 - Electrician, Maintenance 28.94
23181 - Electronics Technician Maintenance I 34.16
23182 - Electronics Technician Maintenance II 36.66
23183 - Electronics Technician Maintenance III 39.09
23260 - Fabric Worker 22.93
23290 - Fire Alarm System Mechanic 24.93
23310 - Fire Extinguisher Repairer 21.12
23311 - Fuel Distribution System Mechanic 28.80
23312 - Fuel Distribution System Operator 21.47

23370 - General Maintenance Worker	18.84
23380 - Ground Support Equipment Mechanic	36.01
23381 - Ground Support Equipment Servicer	29.14
23382 - Ground Support Equipment Worker	31.47
23391 - Gunsmith I	21.12
23392 - Gunsmith II	24.76
23393 - Gunsmith III	28.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.38
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.61
23430 - Heavy Equipment Mechanic	31.50
23440 - Heavy Equipment Operator	21.93
23460 - Instrument Mechanic	28.34
23465 - Laboratory/Shelter Mechanic	26.57
23470 - Laborer	16.74
23510 - Locksmith	26.57
23530 - Machinery Maintenance Mechanic	30.60
23550 - Machinist, Maintenance	28.90
23580 - Maintenance Trades Helper	17.22
23591 - Metrology Technician I	28.34
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.31
23640 - Millwright	29.92
23710 - Office Appliance Repairer	20.52
23760 - Painter, Maintenance	20.64
23790 - Pipefitter, Maintenance	30.75
23810 - Plumber, Maintenance	28.83
23820 - Pneudraulic Systems Mechanic	28.34
23850 - Rigger	24.64
23870 - Scale Mechanic	24.76
23890 - Sheet-Metal Worker, Maintenance	21.30
23910 - Small Engine Mechanic	19.39
23931 - Telecommunications Mechanic I	31.27
23932 - Telecommunications Mechanic II	32.90
23950 - Telephone Lineman	29.89
23960 - Welder, Combination, Maintenance	29.40
23965 - Well Driller	28.34
23970 - Woodcraft Worker	28.34
23980 - Woodworker	21.12
24000 - Personal Needs Occupations	
24550 - Case Manager	16.31
24570 - Child Care Attendant	10.55
24580 - Child Care Center Clerk	13.17
24610 - Chore Aide	12.32
24620 - Family Readiness And Support Services Coordinator	16.31
24630 - Homemaker	16.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.49

25040 - Sewage Plant Operator	22.45
25070 - Stationary Engineer	24.49
25190 - Ventilation Equipment Tender	16.69
25210 - Water Treatment Plant Operator	22.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.58
27007 - Baggage Inspector	13.87
27008 - Corrections Officer	19.70
27010 - Court Security Officer	19.76
27030 - Detection Dog Handler	15.51
27040 - Detention Officer	19.70
27070 - Firefighter	17.35
27101 - Guard I	13.87
27102 - Guard II	15.51
27131 - Police Officer I	22.43
27132 - Police Officer II	24.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.32
28042 - Carnival Equipment Repairer	15.67
28043 - Carnival Worker	10.20
28210 - Gate Attendant/Gate Tender	19.31
28310 - Lifeguard	17.20
28350 - Park Attendant (Aide)	21.59
28510 - Recreation Aide/Health Facility Attendant	15.76
28515 - Recreation Specialist	24.89
28630 - Sports Official	17.20
28690 - Swimming Pool Operator	18.37
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.73
29020 - Hatch Tender	30.73
29030 - Line Handler	30.73
29041 - Stevedore I	28.45
29042 - Stevedore II	32.97
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	19.67
30022 - Archeological Technician II	21.99
30023 - Archeological Technician III	27.26
30030 - Cartographic Technician	27.26
30040 - Civil Engineering Technician	26.10
30051 - Cryogenic Technician I	30.18
30052 - Cryogenic Technician II	33.33
30061 - Drafter/CAD Operator I	19.67
30062 - Drafter/CAD Operator II	21.99
30063 - Drafter/CAD Operator III	24.52
30064 - Drafter/CAD Operator IV	30.18
30081 - Engineering Technician I	18.56
30082 - Engineering Technician II	20.82

30083 - Engineering Technician III		23.29
30084 - Engineering Technician IV		28.86
30085 - Engineering Technician V		35.31
30086 - Engineering Technician VI		42.71
30090 - Environmental Technician		25.31
30095 - Evidence Control Specialist		27.26
30210 - Laboratory Technician		31.32
30221 - Latent Fingerprint Technician I		30.18
30222 - Latent Fingerprint Technician II		33.33
30240 - Mathematical Technician		27.26
30361 - Paralegal/Legal Assistant I		23.03
30362 - Paralegal/Legal Assistant II		28.53
30363 - Paralegal/Legal Assistant III		34.89
30364 - Paralegal/Legal Assistant IV		42.21
30375 - Petroleum Supply Specialist		33.33
30390 - Photo-Optics Technician		27.26
30395 - Radiation Control Technician		33.33
30461 - Technical Writer I		26.98
30462 - Technical Writer II		32.99
30463 - Technical Writer III		39.92
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		30.18
30502 - Weather Forecaster II		36.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.52
30621 - Weather Observer, Senior	(see 2)	27.26
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		12.46
31030 - Bus Driver		18.24
31043 - Driver Courier		16.85
31260 - Parking and Lot Attendant		12.56
31290 - Shuttle Bus Driver		14.38
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		20.01
31363 - Truckdriver, Heavy		23.77
31364 - Truckdriver, Tractor-Trailer		23.77
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		12.07
99050 - Desk Clerk		13.23
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.86
99252 - Laboratory Animal Caretaker II		19.18

99260 - Marketing Analyst	28.77
99310 - Mortician	29.28
99410 - Pest Controller	19.27
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	19.10
99711 - Recycling Specialist	23.44
99730 - Refuse Collector	16.83
99810 - Sales Clerk	13.98
99820 - School Crossing Guard	16.58
99830 - Survey Party Chief	25.19
99831 - Surveying Aide	16.38
99832 - Surveying Technician	22.43
99840 - Vending Machine Attendant	21.68
99841 - Vending Machine Repairer	25.93
99842 - Vending Machine Repairer Helper	21.68

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, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) 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

Wage Determination No.: 2015-4341
Revision No.: 32
Date Of Last Revision: 12/03/2025

Daniel W. Simms
Director

Division of
Wage Determinations

States: North Carolina, Virginia

Area: North Carolina Counties of Currituck, Gates
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach, Williamsburg, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		32.04
01035 - Court Reporter		23.33
01041 - Customer Service Representative I		14.66
01042 - Customer Service Representative II		15.99
01043 - Customer Service Representative III		17.95
01051 - Data Entry Operator I		15.80
01052 - Data Entry Operator II		17.23
01060 - Dispatcher, Motor Vehicle		22.18
01070 - Document Preparation Clerk		15.83
01090 - Duplicating Machine Operator		15.83
01111 - General Clerk I		16.45
01112 - General Clerk II		17.94
01113 - General Clerk III		20.13
01120 - Housing Referral Assistant		23.97
01141 - Messenger Courier		18.48
01191 - Order Clerk I		17.93
01192 - Order Clerk II		19.56
01261 - Personnel Assistant (Employment) I		18.72
01262 - Personnel Assistant (Employment) II		20.94
01263 - Personnel Assistant (Employment) III		23.35
01270 - Production Control Clerk		30.09
01290 - Rental Clerk		18.43

01300 - Scheduler, Maintenance	19.23
01311 - Secretary I	19.23
01312 - Secretary II	21.51
01313 - Secretary III	23.97
01320 - Service Order Dispatcher	19.83
01410 - Supply Technician	32.04
01420 - Survey Worker	18.14
01460 - Switchboard Operator/Receptionist	16.67
01531 - Travel Clerk I	16.68
01532 - Travel Clerk II	18.72
01533 - Travel Clerk III	20.51
01611 - Word Processor I	16.56
01612 - Word Processor II	18.59
01613 - Word Processor III	20.79
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.82
05010 - Automotive Electrician	23.82
05040 - Automotive Glass Installer	22.59
05070 - Automotive Worker	22.59
05110 - Mobile Equipment Servicer	20.36
05130 - Motor Equipment Metal Mechanic	25.00
05160 - Motor Equipment Metal Worker	22.59
05190 - Motor Vehicle Mechanic	25.00
05220 - Motor Vehicle Mechanic Helper	19.18
05250 - Motor Vehicle Upholstery Worker	21.46
05280 - Motor Vehicle Wrecker	22.59
05310 - Painter, Automotive	23.82
05340 - Radiator Repair Specialist	22.59
05370 - Tire Repairer	17.34
05400 - Transmission Repair Specialist	25.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.77
07041 - Cook I	17.88
07042 - Cook II	19.82
07070 - Dishwasher	13.76
07130 - Food Service Worker	14.98
07210 - Meat Cutter	19.08
07260 - Waiter/Waitress	14.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.37
09040 - Furniture Handler	15.20
09080 - Furniture Refinisher	21.32
09090 - Furniture Refinisher Helper	17.16
09110 - Furniture Repairer, Minor	19.21
09130 - Upholsterer	22.19
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.05
11060 - Elevator Operator	15.14
11090 - Gardener	20.98
11122 - Housekeeping Aide	15.14

11150 - Janitor	15.14
11210 - Laborer, Grounds Maintenance	17.50
11240 - Maid or Houseman	14.39
11260 - Pruner	16.03
11270 - Tractor Operator	19.78
11330 - Trail Maintenance Worker	17.50
11360 - Window Cleaner	16.53
12000 - Health Occupations	
12010 - Ambulance Driver	20.43
12011 - Breath Alcohol Technician	21.51
12012 - Certified Occupational Therapist Assistant	34.69
12015 - Certified Physical Therapist Assistant	34.36
12020 - Dental Assistant	22.42
12025 - Dental Hygienist	45.47
12030 - EKG Technician	36.53
12035 - Electroneurodiagnostic Technologist	36.53
12040 - Emergency Medical Technician	20.43
12071 - Licensed Practical Nurse I	23.47
12072 - Licensed Practical Nurse II	26.26
12073 - Licensed Practical Nurse III	29.27
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	26.57
12160 - Medical Record Clerk	21.28
12190 - Medical Record Technician	23.80
12195 - Medical Transcriptionist	18.19
12210 - Nuclear Medicine Technologist	46.27
12221 - Nursing Assistant I	13.05
12222 - Nursing Assistant II	14.68
12223 - Nursing Assistant III	16.02
12224 - Nursing Assistant IV	17.98
12235 - Optical Dispenser	24.66
12236 - Optical Technician	20.83
12250 - Pharmacy Technician	20.29
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	35.29
12311 - Registered Nurse I	26.81
12312 - Registered Nurse II	32.80
12313 - Registered Nurse II, Specialist	32.80
12314 - Registered Nurse III	39.68
12315 - Registered Nurse III, Anesthetist	39.68
12316 - Registered Nurse IV	47.56
12317 - Scheduler (Drug and Alcohol Testing)	32.54
12320 - Substance Abuse Treatment Counselor	27.68
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.76
13012 - Exhibits Specialist II	30.69
13013 - Exhibits Specialist III	37.20
13041 - Illustrator I	25.87
13042 - Illustrator II	32.05
13043 - Illustrator III	39.22

13047 - Librarian		35.79
13050 - Library Aide/Clerk		17.34
13054 - Library Information Technology Systems Administrator		32.05
13058 - Library Technician		18.63
13061 - Media Specialist I		23.13
13062 - Media Specialist II		25.87
13063 - Media Specialist III		28.85
13071 - Photographer I		18.36
13072 - Photographer II		21.89
13073 - Photographer III		27.12
13074 - Photographer IV		31.12
13075 - Photographer V		37.65
13090 - Technical Order Library Clerk		21.76
13110 - Video Teleconference Technician		24.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.79
14042 - Computer Operator II		21.01
14043 - Computer Operator III		23.42
14044 - Computer Operator IV		26.03
14045 - Computer Operator V		28.83
14071 - Computer Programmer I	(see 1)	25.93
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.79
14160 - Personal Computer Support Technician		26.03
14170 - System Support Specialist		28.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.58
15020 - Aircrew Training Devices Instructor (Rated)		40.63
15030 - Air Crew Training Devices Instructor (Pilot)		48.71
15050 - Computer Based Training Specialist / Instructor		33.58
15060 - Educational Technologist		40.49
15070 - Flight Instructor (Pilot)		48.71
15080 - Graphic Artist		29.22
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.71
15086 - Maintenance Test Pilot, Rotary Wing		48.71
15088 - Non-Maintenance Test/Co-Pilot		48.71
15090 - Technical Instructor		28.53
15095 - Technical Instructor/Course Developer		34.90
15110 - Test Proctor		23.03
15120 - Tutor		23.03
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.40
16030 - Counter Attendant		14.40
16040 - Dry Cleaner		16.56

16070 - Finisher, Flatwork, Machine	14.40
16090 - Presser, Hand	14.40
16110 - Presser, Machine, Drycleaning	14.40
16130 - Presser, Machine, Shirts	14.40
16160 - Presser, Machine, Wearing Apparel, Laundry	14.40
16190 - Sewing Machine Operator	17.26
16220 - Tailor	17.95
16250 - Washer, Machine	15.17
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.66
19040 - Tool And Die Maker	31.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.38
21030 - Material Coordinator	30.09
21040 - Material Expediter	30.09
21050 - Material Handling Laborer	18.53
21071 - Order Filler	16.74
21080 - Production Line Worker (Food Processing)	22.38
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	16.44
21150 - Stock Clerk	20.60
21210 - Tools And Parts Attendant	22.38
21410 - Warehouse Specialist	22.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.30
23019 - Aircraft Logs and Records Technician	31.28
23021 - Aircraft Mechanic I	36.45
23022 - Aircraft Mechanic II	38.30
23023 - Aircraft Mechanic III	40.09
23040 - Aircraft Mechanic Helper	27.99
23050 - Aircraft, Painter	34.75
23060 - Aircraft Servicer	31.28
23070 - Aircraft Survival Flight Equipment Technician	34.75
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.45
23110 - Appliance Mechanic	26.58
23120 - Bicycle Repairer	24.55
23125 - Cable Splicer	32.15
23130 - Carpenter, Maintenance	23.70
23140 - Carpet Layer	27.22
23160 - Electrician, Maintenance	29.23
23181 - Electronics Technician Maintenance I	29.66
23182 - Electronics Technician Maintenance II	31.31
23183 - Electronics Technician Maintenance III	32.84
23260 - Fabric Worker	25.87
23290 - Fire Alarm System Mechanic	26.45

23310 - Fire Extinguisher Repairer 24.55
23311 - Fuel Distribution System Mechanic 33.28
23312 - Fuel Distribution System Operator 27.11
23370 - General Maintenance Worker 22.43
23380 - Ground Support Equipment Mechanic 36.45
23381 - Ground Support Equipment Servicer 31.28
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 24.55
23392 - Gunsmith II 27.22
23393 - Gunsmith III 30.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.11
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.59
23430 - Heavy Equipment Mechanic 29.68
23440 - Heavy Equipment Operator 23.97
23460 - Instrument Mechanic 32.70
23465 - Laboratory/Shelter Mechanic 28.74
23470 - Laborer 18.53
23510 - Locksmith 26.33
23530 - Machinery Maintenance Mechanic 30.32
23550 - Machinist, Maintenance 30.91
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 32.70
23592 - Metrology Technician II 34.36
23593 - Metrology Technician III 35.96
23640 - Millwright 29.08
23710 - Office Appliance Repairer 25.03
23760 - Painter, Maintenance 21.70
23790 - Pipefitter, Maintenance 29.34
23810 - Plumber, Maintenance 27.97
23820 - Pneudraulic Systems Mechanic 30.14
23850 - Rigger 30.23
23870 - Scale Mechanic 27.22
23890 - Sheet-Metal Worker, Maintenance 29.71
23910 - Small Engine Mechanic 21.16
23931 - Telecommunications Mechanic I 29.09
23932 - Telecommunications Mechanic II 30.54
23950 - Telephone Lineman 32.68
23960 - Welder, Combination, Maintenance 30.59
23965 - Well Driller 29.66
23970 - Woodcraft Worker 30.14
23980 - Woodworker 24.55
24000 - Personal Needs Occupations
24550 - Case Manager 19.13
24570 - Child Care Attendant 13.62
24580 - Child Care Center Clerk 16.98
24610 - Chore Aide 13.36
24620 - Family Readiness And Support Services Coordinator 19.13

24630 - Homemaker	19.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.14
25040 - Sewage Plant Operator	25.96
25070 - Stationary Engineer	31.14
25190 - Ventilation Equipment Tender	23.89
25210 - Water Treatment Plant Operator	25.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.40
27007 - Baggage Inspector	18.18
27008 - Corrections Officer	24.40
27010 - Court Security Officer	26.21
27030 - Detection Dog Handler	20.34
27040 - Detention Officer	24.40
27070 - Firefighter	28.02
27101 - Guard I	18.18
27102 - Guard II	20.34
27131 - Police Officer I	26.13
27132 - Police Officer II	29.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.12
28042 - Carnival Equipment Repairer	17.11
28043 - Carnival Worker	13.05
28210 - Gate Attendant/Gate Tender	20.36
28310 - Lifeguard	14.67
28350 - Park Attendant (Aide)	22.78
28510 - Recreation Aide/Health Facility Attendant	16.63
28515 - Recreation Specialist	28.23
28630 - Sports Official	18.15
28690 - Swimming Pool Operator	19.26
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.70
29020 - Hatch Tender	30.70
29030 - Line Handler	30.70
29041 - Stevedore I	29.17
29042 - Stevedore II	32.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.76
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.25
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.51
30021 - Archeological Technician I	19.51
30022 - Archeological Technician II	21.83
30023 - Archeological Technician III	27.05
30030 - Cartographic Technician	27.05
30040 - Civil Engineering Technician	28.45
30051 - Cryogenic Technician I	29.95
30052 - Cryogenic Technician II	33.08
30061 - Drafter/CAD Operator I	19.51
30062 - Drafter/CAD Operator II	21.83
30063 - Drafter/CAD Operator III	24.34

30064 - Drafter/CAD Operator IV		29.95
30081 - Engineering Technician I		19.81
30082 - Engineering Technician II		22.24
30083 - Engineering Technician III		24.87
30084 - Engineering Technician IV		30.81
30085 - Engineering Technician V		37.68
30086 - Engineering Technician VI		45.59
30090 - Environmental Technician		25.87
30095 - Evidence Control Specialist		27.05
30210 - Laboratory Technician		23.12
30221 - Latent Fingerprint Technician I		28.48
30222 - Latent Fingerprint Technician II		31.45
30240 - Mathematical Technician		35.52
30361 - Paralegal/Legal Assistant I		22.65
30362 - Paralegal/Legal Assistant II		28.06
30363 - Paralegal/Legal Assistant III		34.34
30364 - Paralegal/Legal Assistant IV		41.53
30375 - Petroleum Supply Specialist		33.08
30390 - Photo-Optics Technician		27.05
30395 - Radiation Control Technician		33.08
30461 - Technical Writer I		26.31
30462 - Technical Writer II		32.18
30463 - Technical Writer III		38.93
30491 - Unexploded Ordnance (UXO) Technician I		29.72
30492 - Unexploded Ordnance (UXO) Technician II		35.95
30493 - Unexploded Ordnance (UXO) Technician III		43.09
30494 - Unexploded (UXO) Safety Escort		29.72
30495 - Unexploded (UXO) Sweep Personnel		29.72
30501 - Weather Forecaster I		29.95
30502 - Weather Forecaster II		36.43
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.34
30621 - Weather Observer, Senior	(see 2)	27.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.95
31020 - Bus Aide		17.48
31030 - Bus Driver		22.08
31043 - Driver Courier		17.61
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		16.99
31310 - Taxi Driver		14.88
31361 - Truckdriver, Light		18.68
31362 - Truckdriver, Medium		19.68
31363 - Truckdriver, Heavy		23.57
31364 - Truckdriver, Tractor-Trailer		23.57
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.53
99030 - Cashier		13.83
99050 - Desk Clerk		14.45
99095 - Embalmer		30.76

99130 - Flight Follower	29.72
99251 - Laboratory Animal Caretaker I	16.07
99252 - Laboratory Animal Caretaker II	17.07
99260 - Marketing Analyst	31.22
99310 - Mortician	30.76
99410 - Pest Controller	18.68
99510 - Photofinishing Worker	15.62
99710 - Recycling Laborer	23.39
99711 - Recycling Specialist	26.50
99730 - Refuse Collector	21.31
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	17.38
99830 - Survey Party Chief	25.34
99831 - Surveying Aide	15.82
99832 - Surveying Technician	23.04
99840 - Vending Machine Attendant	18.05
99841 - Vending Machine Repairer	21.24
99842 - Vending Machine Repairer Helper	18.05

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage

determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt

employees in these job families working on the contract.

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

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

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

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

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

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

apply to any exempt computer employee regardless of which of these two exemptions is

utilized.

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

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

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

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

"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

Wage Determination No.: 2015-5563
Revision No.: 27
Date Of Last Revision: 12/03/2025

Daniel W. Simms
Director

Division of
Wage Determinations

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Columbia, Multnomah, Washington, Yamhill
Washington Counties of Clark, Skamania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.31
01012 - Accounting Clerk II		22.80
01013 - Accounting Clerk III		25.50
01020 - Administrative Assistant		36.04
01035 - Court Reporter		23.43
01041 - Customer Service Representative I		18.56
01042 - Customer Service Representative II		20.25
01043 - Customer Service Representative III		22.73
01051 - Data Entry Operator I		20.32
01052 - Data Entry Operator II		22.18
01060 - Dispatcher, Motor Vehicle		25.02
01070 - Document Preparation Clerk		20.04
01090 - Duplicating Machine Operator		20.04
01111 - General Clerk I		19.72
01112 - General Clerk II		21.52
01113 - General Clerk III		24.15
01120 - Housing Referral Assistant		26.13
01141 - Messenger Courier		21.48
01191 - Order Clerk I		21.58
01192 - Order Clerk II		23.55
01261 - Personnel Assistant (Employment) I		20.20
01262 - Personnel Assistant (Employment) II		22.60
01263 - Personnel Assistant (Employment) III		25.20
01270 - Production Control Clerk		28.57
01290 - Rental Clerk		21.68
01300 - Scheduler, Maintenance		20.96
01311 - Secretary I		20.96

01312 - Secretary II	23.43
01313 - Secretary III	26.13
01320 - Service Order Dispatcher	22.37
01410 - Supply Technician	36.04
01420 - Survey Worker	25.02
01460 - Switchboard Operator/Receptionist	20.23
01531 - Travel Clerk I	19.79
01532 - Travel Clerk II	22.22
01533 - Travel Clerk III	24.85
01611 - Word Processor I	19.08
01612 - Word Processor II	21.42
01613 - Word Processor III	23.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.89
05010 - Automotive Electrician	27.03
05040 - Automotive Glass Installer	25.43
05070 - Automotive Worker	25.43
05110 - Mobile Equipment Servicer	22.39
05130 - Motor Equipment Metal Mechanic	28.56
05160 - Motor Equipment Metal Worker	25.43
05190 - Motor Vehicle Mechanic	28.56
05220 - Motor Vehicle Mechanic Helper	20.84
05250 - Motor Vehicle Upholstery Worker	23.95
05280 - Motor Vehicle Wrecker	25.43
05310 - Painter, Automotive	27.03
05340 - Radiator Repair Specialist	25.43
05370 - Tire Repairer	22.04
05400 - Transmission Repair Specialist	28.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.41
07041 - Cook I	21.52
07042 - Cook II	24.44
07070 - Dishwasher	17.24
07130 - Food Service Worker	17.92
07210 - Meat Cutter	23.51
07260 - Waiter/Waitress	17.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.72
09040 - Furniture Handler	13.19
09080 - Furniture Refinisher	20.19
09090 - Furniture Refinisher Helper	15.57
09110 - Furniture Repairer, Minor	17.88
09130 - Upholsterer	20.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.59
11060 - Elevator Operator	18.35
11090 - Gardener	27.50
11122 - Housekeeping Aide	18.35
11150 - Janitor	18.35
11210 - Laborer, Grounds Maintenance	21.69

11240 - Maid or Houseman	18.38
11260 - Pruner	19.81
11270 - Tractor Operator	25.60
11330 - Trail Maintenance Worker	21.69
11360 - Window Cleaner	20.09
12000 - Health Occupations	
12010 - Ambulance Driver	24.16
12011 - Breath Alcohol Technician	34.02
12012 - Certified Occupational Therapist Assistant	36.91
12015 - Certified Physical Therapist Assistant	34.08
12020 - Dental Assistant	28.50
12025 - Dental Hygienist	57.19
12030 - EKG Technician	41.85
12035 - Electroneurodiagnostic Technologist	41.85
12040 - Emergency Medical Technician	24.16
12071 - Licensed Practical Nurse I	30.42
12072 - Licensed Practical Nurse II	34.02
12073 - Licensed Practical Nurse III	37.92
12100 - Medical Assistant	25.02
12130 - Medical Laboratory Technician	37.58
12160 - Medical Record Clerk	26.54
12190 - Medical Record Technician	29.69
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	55.43
12221 - Nursing Assistant I	16.93
12222 - Nursing Assistant II	19.05
12223 - Nursing Assistant III	20.79
12224 - Nursing Assistant IV	23.33
12235 - Optical Dispenser	28.09
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	26.32
12280 - Phlebotomist	23.44
12305 - Radiologic Technologist	49.21
12311 - Registered Nurse I	34.68
12312 - Registered Nurse II	42.42
12313 - Registered Nurse II, Specialist	42.42
12314 - Registered Nurse III	51.32
12315 - Registered Nurse III, Anesthetist	51.32
12316 - Registered Nurse IV	61.53
12317 - Scheduler (Drug and Alcohol Testing)	42.14
12320 - Substance Abuse Treatment Counselor	32.92
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.80
13012 - Exhibits Specialist II	34.45
13013 - Exhibits Specialist III	42.14
13041 - Illustrator I	23.43
13042 - Illustrator II	29.03
13043 - Illustrator III	35.51
13047 - Librarian	38.15
13050 - Library Aide/Clerk	22.63

13054 - Library Information Technology Systems Administrator		34.45
13058 - Library Technician		24.74
13061 - Media Specialist I		24.86
13062 - Media Specialist II		27.80
13063 - Media Specialist III		31.01
13071 - Photographer I		19.51
13072 - Photographer II		21.84
13073 - Photographer III		27.05
13074 - Photographer IV		33.09
13075 - Photographer V		40.03
13090 - Technical Order Library Clerk		28.41
13110 - Video Teleconference Technician		27.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.27
14042 - Computer Operator II		26.03
14043 - Computer Operator III		29.02
14044 - Computer Operator IV		32.24
14045 - Computer Operator V		35.71
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		23.27
14160 - Personal Computer Support Technician		32.24
14170 - System Support Specialist		35.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.53
15020 - Aircrew Training Devices Instructor (Rated)		49.04
15030 - Air Crew Training Devices Instructor (Pilot)		58.80
15050 - Computer Based Training Specialist / Instructor		40.53
15060 - Educational Technologist		43.19
15070 - Flight Instructor (Pilot)		58.80
15080 - Graphic Artist		33.03
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		58.80
15086 - Maintenance Test Pilot, Rotary Wing		58.80
15088 - Non-Maintenance Test/Co-Pilot		58.80
15090 - Technical Instructor		27.57
15095 - Technical Instructor/Course Developer		33.72
15110 - Test Proctor		22.26
15120 - Tutor		22.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.97
16030 - Counter Attendant		18.97
16040 - Dry Cleaner		21.69
16070 - Finisher, Flatwork, Machine		18.97
16090 - Presser, Hand		18.97

16110 - Presser, Machine, Drycleaning	18.97
16130 - Presser, Machine, Shirts	18.97
16160 - Presser, Machine, Wearing Apparel, Laundry	18.97
16190 - Sewing Machine Operator	22.60
16220 - Tailor	23.49
16250 - Washer, Machine	19.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.31
19040 - Tool And Die Maker	36.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.74
21030 - Material Coordinator	28.57
21040 - Material Expediter	28.57
21050 - Material Handling Laborer	21.90
21071 - Order Filler	20.77
21080 - Production Line Worker (Food Processing)	24.74
21110 - Shipping Packer	22.52
21130 - Shipping/Receiving Clerk	22.52
21140 - Store Worker I	17.63
21150 - Stock Clerk	22.62
21210 - Tools And Parts Attendant	24.74
21410 - Warehouse Specialist	24.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	42.03
23019 - Aircraft Logs and Records Technician	33.43
23021 - Aircraft Mechanic I	39.87
23022 - Aircraft Mechanic II	42.03
23023 - Aircraft Mechanic III	44.16
23040 - Aircraft Mechanic Helper	29.10
23050 - Aircraft, Painter	37.73
23060 - Aircraft Servicer	33.43
23070 - Aircraft Survival Flight Equipment Technician	37.73
23080 - Aircraft Worker	35.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.87
23110 - Appliance Mechanic	24.41
23120 - Bicycle Repairer	22.13
23125 - Cable Splicer	60.18
23130 - Carpenter, Maintenance	31.64
23140 - Carpet Layer	26.51
23160 - Electrician, Maintenance	49.07
23181 - Electronics Technician Maintenance I	38.17
23182 - Electronics Technician Maintenance II	40.57
23183 - Electronics Technician Maintenance III	42.86
23260 - Fabric Worker	30.15
23290 - Fire Alarm System Mechanic	37.56
23310 - Fire Extinguisher Repairer	30.48
23311 - Fuel Distribution System Mechanic	43.00

23312 - Fuel Distribution System Operator	33.72
23370 - General Maintenance Worker	26.25
23380 - Ground Support Equipment Mechanic	39.87
23381 - Ground Support Equipment Servicer	33.43
23382 - Ground Support Equipment Worker	35.50
23391 - Gunsmith I	30.48
23392 - Gunsmith II	34.62
23393 - Gunsmith III	38.88
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.91
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.58
23430 - Heavy Equipment Mechanic	36.63
23440 - Heavy Equipment Operator	36.92
23460 - Instrument Mechanic	36.77
23465 - Laboratory/Shelter Mechanic	36.80
23470 - Laborer	21.90
23510 - Locksmith	23.70
23530 - Machinery Maintenance Mechanic	35.30
23550 - Machinist, Maintenance	29.98
23580 - Maintenance Trades Helper	20.17
23591 - Metrology Technician I	36.77
23592 - Metrology Technician II	38.75
23593 - Metrology Technician III	40.73
23640 - Millwright	37.00
23710 - Office Appliance Repairer	23.34
23760 - Painter, Maintenance	24.81
23790 - Pipefitter, Maintenance	46.19
23810 - Plumber, Maintenance	43.70
23820 - Pneudraulic Systems Mechanic	38.88
23850 - Rigger	39.27
23870 - Scale Mechanic	34.62
23890 - Sheet-Metal Worker, Maintenance	37.64
23910 - Small Engine Mechanic	24.86
23931 - Telecommunications Mechanic I	33.96
23932 - Telecommunications Mechanic II	35.80
23950 - Telephone Lineman	35.31
23960 - Welder, Combination, Maintenance	29.30
23965 - Well Driller	34.00
23970 - Woodcraft Worker	38.88
23980 - Woodworker	30.48
24000 - Personal Needs Occupations	
24550 - Case Manager	24.21
24570 - Child Care Attendant	18.05
24580 - Child Care Center Clerk	22.50
24610 - Chore Aide	19.59
24620 - Family Readiness And Support Services Coordinator	24.21
24630 - Homemaker	24.21
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	39.40
25040 - Sewage Plant Operator	38.29
25070 - Stationary Engineer	39.40
25190 - Ventilation Equipment Tender	28.75
25210 - Water Treatment Plant Operator	38.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	37.64
27007 - Baggage Inspector	19.32
27008 - Corrections Officer	42.11
27010 - Court Security Officer	41.56
27030 - Detection Dog Handler	21.61
27040 - Detention Officer	42.11
27070 - Firefighter	41.34
27101 - Guard I	19.32
27102 - Guard II	21.61
27131 - Police Officer I	41.99
27132 - Police Officer II	46.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.35
28042 - Carnival Equipment Repairer	22.93
28043 - Carnival Worker	16.52
28210 - Gate Attendant/Gate Tender	23.90
28310 - Lifeguard	17.26
28350 - Park Attendant (Aide)	26.73
28510 - Recreation Aide/Health Facility Attendant	19.52
28515 - Recreation Specialist	33.13
28630 - Sports Official	21.30
28690 - Swimming Pool Operator	26.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	43.10
29020 - Hatch Tender	43.10
29030 - Line Handler	43.10
29041 - Stevedore I	40.57
29042 - Stevedore II	45.80
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	49.64
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.23
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.70
30021 - Archeological Technician I	21.45
30022 - Archeological Technician II	24.00
30023 - Archeological Technician III	29.72
30030 - Cartographic Technician	29.72
30040 - Civil Engineering Technician	40.98
30051 - Cryogenic Technician I	32.92
30052 - Cryogenic Technician II	36.35
30061 - Drafter/CAD Operator I	21.45
30062 - Drafter/CAD Operator II	24.00
30063 - Drafter/CAD Operator III	26.74
30064 - Drafter/CAD Operator IV	32.92
30081 - Engineering Technician I	19.59

30082 - Engineering Technician II		21.98
30083 - Engineering Technician III		24.59
30084 - Engineering Technician IV		30.46
30085 - Engineering Technician V		37.25
30086 - Engineering Technician VI		45.07
30090 - Environmental Technician		30.04
30095 - Evidence Control Specialist		29.72
30210 - Laboratory Technician		24.83
30221 - Latent Fingerprint Technician I		39.76
30222 - Latent Fingerprint Technician II		43.92
30240 - Mathematical Technician		34.29
30361 - Paralegal/Legal Assistant I		23.63
30362 - Paralegal/Legal Assistant II		29.27
30363 - Paralegal/Legal Assistant III		35.80
30364 - Paralegal/Legal Assistant IV		43.31
30375 - Petroleum Supply Specialist		36.35
30390 - Photo-Optics Technician		29.72
30395 - Radiation Control Technician		36.35
30461 - Technical Writer I		28.62
30462 - Technical Writer II		35.01
30463 - Technical Writer III		42.35
30491 - Unexploded Ordnance (UXO) Technician I		31.55
30492 - Unexploded Ordnance (UXO) Technician II		38.17
30493 - Unexploded Ordnance (UXO) Technician III		45.75
30494 - Unexploded (UXO) Safety Escort		31.55
30495 - Unexploded (UXO) Sweep Personnel		31.55
30501 - Weather Forecaster I		32.92
30502 - Weather Forecaster II		40.04
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.74
30621 - Weather Observer, Senior	(see 2)	29.72
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.17
31020 - Bus Aide		24.19
31030 - Bus Driver		32.80
31043 - Driver Courier		20.86
31260 - Parking and Lot Attendant		18.84
31290 - Shuttle Bus Driver		19.34
31310 - Taxi Driver		16.50
31361 - Truckdriver, Light		22.41
31362 - Truckdriver, Medium		23.97
31363 - Truckdriver, Heavy		30.53
31364 - Truckdriver, Tractor-Trailer		30.53
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.61
99030 - Cashier		17.17
99050 - Desk Clerk		18.21
99095 - Embalmer		29.76
99130 - Flight Follower		31.55
99251 - Laboratory Animal Caretaker I		20.45

99252 - Laboratory Animal Caretaker II	21.97
99260 - Marketing Analyst	41.62
99310 - Mortician	29.76
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	24.28
99710 - Recycling Laborer	33.46
99711 - Recycling Specialist	39.50
99730 - Refuse Collector	30.56
99810 - Sales Clerk	17.68
99820 - School Crossing Guard	21.91
99830 - Survey Party Chief	36.65
99831 - Surveying Aide	21.61
99832 - Surveying Technician	29.59
99840 - Vending Machine Attendant	20.83
99841 - Vending Machine Repairer	25.42
99842 - Vending Machine Repairer Helper	20.83

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, 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

Wage Determination No.: 2015-5635
Revision No.: 29
Date Of Last Revision: 12/03/2025

Daniel W. Simms
Director

Division of
Wage Determinations

State: California

Area: California County of San Diego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.65
01012 - Accounting Clerk II		24.29
01013 - Accounting Clerk III		27.17
01020 - Administrative Assistant		39.73
01035 - Court Reporter		37.37
01041 - Customer Service Representative I		18.43
01042 - Customer Service Representative II		20.11
01043 - Customer Service Representative III		22.57
01051 - Data Entry Operator I		18.89
01052 - Data Entry Operator II		20.60
01060 - Dispatcher, Motor Vehicle		23.31
01070 - Document Preparation Clerk		22.21
01090 - Duplicating Machine Operator		22.21
01111 - General Clerk I		19.22
01112 - General Clerk II		20.97
01113 - General Clerk III		23.54
01120 - Housing Referral Assistant		26.34
01141 - Messenger Courier		20.08
01191 - Order Clerk I		20.46
01192 - Order Clerk II		22.32
01261 - Personnel Assistant (Employment) I		20.99
01262 - Personnel Assistant (Employment) II		23.48
01263 - Personnel Assistant (Employment) III		26.17
01270 - Production Control Clerk		31.24
01290 - Rental Clerk		18.83
01300 - Scheduler, Maintenance		21.12
01311 - Secretary I		21.12
01312 - Secretary II		23.62

01313 - Secretary III	26.34
01320 - Service Order Dispatcher	20.84
01410 - Supply Technician	39.73
01420 - Survey Worker	23.42
01460 - Switchboard Operator/Receptionist	20.00
01531 - Travel Clerk I	19.20
01532 - Travel Clerk II	20.96
01533 - Travel Clerk III	23.17
01611 - Word Processor I	19.33
01612 - Word Processor II	21.70
01613 - Word Processor III	24.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.70
05010 - Automotive Electrician	27.76
05040 - Automotive Glass Installer	26.17
05070 - Automotive Worker	26.17
05110 - Mobile Equipment Servicer	23.01
05130 - Motor Equipment Metal Mechanic	29.34
05160 - Motor Equipment Metal Worker	26.17
05190 - Motor Vehicle Mechanic	29.34
05220 - Motor Vehicle Mechanic Helper	21.43
05250 - Motor Vehicle Upholstery Worker	24.57
05280 - Motor Vehicle Wrecker	26.17
05310 - Painter, Automotive	27.76
05340 - Radiator Repair Specialist	26.17
05370 - Tire Repairer	18.34
05400 - Transmission Repair Specialist	29.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.78
07041 - Cook I	21.56
07042 - Cook II	24.53
07070 - Dishwasher	17.77
07130 - Food Service Worker	18.33
07210 - Meat Cutter	21.48
07260 - Waiter/Waitress	16.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.68
09040 - Furniture Handler	16.62
09080 - Furniture Refinisher	24.12
09090 - Furniture Refinisher Helper	19.46
09110 - Furniture Repairer, Minor	22.32
09130 - Upholsterer	23.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.37
11060 - Elevator Operator	17.79
11090 - Gardener	26.05
11122 - Housekeeping Aide	17.79
11150 - Janitor	17.79
11210 - Laborer, Grounds Maintenance	20.71
11240 - Maid or Houseman	18.71

11260 - Pruner	19.44
11270 - Tractor Operator	24.27
11330 - Trail Maintenance Worker	20.71
11360 - Window Cleaner	18.96
12000 - Health Occupations	
12010 - Ambulance Driver	19.71
12011 - Breath Alcohol Technician	33.34
12012 - Certified Occupational Therapist Assistant	40.86
12015 - Certified Physical Therapist Assistant	40.24
12020 - Dental Assistant	23.45
12025 - Dental Hygienist	57.40
12030 - EKG Technician	38.32
12035 - Electroneurodiagnostic Technologist	38.32
12040 - Emergency Medical Technician	19.71
12071 - Licensed Practical Nurse I	29.81
12072 - Licensed Practical Nurse II	33.34
12073 - Licensed Practical Nurse III	37.16
12100 - Medical Assistant	22.97
12130 - Medical Laboratory Technician	33.77
12160 - Medical Record Clerk	24.07
12190 - Medical Record Technician	26.92
12195 - Medical Transcriptionist	26.28
12210 - Nuclear Medicine Technologist	75.09
12221 - Nursing Assistant I	16.26
12222 - Nursing Assistant II	18.30
12223 - Nursing Assistant III	19.97
12224 - Nursing Assistant IV	22.41
12235 - Optical Dispenser	27.27
12236 - Optical Technician	25.44
12250 - Pharmacy Technician	23.82
12280 - Phlebotomist	25.75
12305 - Radiologic Technologist	51.31
12311 - Registered Nurse I	36.07
12312 - Registered Nurse II	44.11
12313 - Registered Nurse II, Specialist	44.11
12314 - Registered Nurse III	53.37
12315 - Registered Nurse III, Anesthetist	53.37
12316 - Registered Nurse IV	63.99
12317 - Scheduler (Drug and Alcohol Testing)	41.30
12320 - Substance Abuse Treatment Counselor	27.63
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.15
13012 - Exhibits Specialist II	32.39
13013 - Exhibits Specialist III	39.61
13041 - Illustrator I	28.11
13042 - Illustrator II	34.83
13043 - Illustrator III	42.59
13047 - Librarian	39.96
13050 - Library Aide/Clerk	21.66
13054 - Library Information Technology Systems	36.08

Administrator
13058 - Library Technician 24.05
13061 - Media Specialist I 26.04
13062 - Media Specialist II 29.13
13063 - Media Specialist III 32.46
13071 - Photographer I 21.49
13072 - Photographer II 24.03
13073 - Photographer III 29.78
13074 - Photographer IV 36.42
13075 - Photographer V 44.06
13090 - Technical Order Library Clerk 27.20
13110 - Video Teleconference Technician 27.74
14000 - Information Technology Occupations
14041 - Computer Operator I 24.25
14042 - Computer Operator II 27.12
14043 - Computer Operator III 30.23
14044 - Computer Operator IV 33.60
14045 - Computer Operator V 37.21
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 24.25
14160 - Personal Computer Support Technician 33.60
14170 - System Support Specialist 37.21
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 37.52
15020 - Aircrew Training Devices Instructor (Rated) 45.39
15030 - Air Crew Training Devices Instructor (Pilot) 54.42
15050 - Computer Based Training Specialist / Instructor 37.52
15060 - Educational Technologist 46.17
15070 - Flight Instructor (Pilot) 54.42
15080 - Graphic Artist 31.85
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 54.42
15086 - Maintenance Test Pilot, Rotary Wing 54.42
15088 - Non-Maintenance Test/Co-Pilot 54.42
15090 - Technical Instructor 30.06
15095 - Technical Instructor/Course Developer 36.77
15110 - Test Proctor 24.26
15120 - Tutor 24.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 19.24
16030 - Counter Attendant 19.24
16040 - Dry Cleaner 21.99
16070 - Finisher, Flatwork, Machine 19.24
16090 - Presser, Hand 19.24
16110 - Presser, Machine, Drycleaning 19.24

16130 - Presser, Machine, Shirts	19.24
16160 - Presser, Machine, Wearing Apparel, Laundry	19.24
16190 - Sewing Machine Operator	22.91
16220 - Tailor	23.82
16250 - Washer, Machine	20.16
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	35.69
19040 - Tool And Die Maker	41.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.98
21030 - Material Coordinator	31.24
21040 - Material Expediter	31.24
21050 - Material Handling Laborer	18.75
21071 - Order Filler	18.60
21080 - Production Line Worker (Food Processing)	21.98
21110 - Shipping Packer	21.19
21130 - Shipping/Receiving Clerk	21.19
21140 - Store Worker I	18.32
21150 - Stock Clerk	22.26
21210 - Tools And Parts Attendant	21.98
21410 - Warehouse Specialist	21.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	42.46
23019 - Aircraft Logs and Records Technician	34.26
23021 - Aircraft Mechanic I	40.92
23022 - Aircraft Mechanic II	42.46
23023 - Aircraft Mechanic III	43.97
23040 - Aircraft Mechanic Helper	29.88
23050 - Aircraft, Painter	38.72
23060 - Aircraft Servicer	34.26
23070 - Aircraft Survival Flight Equipment Technician	38.72
23080 - Aircraft Worker	36.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	40.92
23110 - Appliance Mechanic	25.85
23120 - Bicycle Repairer	25.00
23125 - Cable Splicer	51.31
23130 - Carpenter, Maintenance	33.21
23140 - Carpet Layer	26.77
23160 - Electrician, Maintenance	36.18
23181 - Electronics Technician Maintenance I	34.15
23182 - Electronics Technician Maintenance II	36.22
23183 - Electronics Technician Maintenance III	38.28
23260 - Fabric Worker	31.87
23290 - Fire Alarm System Mechanic	33.24
23310 - Fire Extinguisher Repairer	29.84
23311 - Fuel Distribution System Mechanic	44.52
23312 - Fuel Distribution System Operator	34.91

23370 - General Maintenance Worker	24.83
23380 - Ground Support Equipment Mechanic	40.92
23381 - Ground Support Equipment Servicer	34.26
23382 - Ground Support Equipment Worker	36.50
23391 - Gunsmith I	29.84
23392 - Gunsmith II	33.95
23393 - Gunsmith III	38.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	32.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.11
23430 - Heavy Equipment Mechanic	35.52
23440 - Heavy Equipment Operator	39.78
23460 - Instrument Mechanic	37.59
23465 - Laboratory/Shelter Mechanic	36.01
23470 - Laborer	18.75
23510 - Locksmith	28.33
23530 - Machinery Maintenance Mechanic	32.08
23550 - Machinist, Maintenance	30.60
23580 - Maintenance Trades Helper	20.58
23591 - Metrology Technician I	37.59
23592 - Metrology Technician II	39.03
23593 - Metrology Technician III	40.41
23640 - Millwright	38.06
23710 - Office Appliance Repairer	22.81
23760 - Painter, Maintenance	24.12
23790 - Pipefitter, Maintenance	33.60
23810 - Plumber, Maintenance	31.79
23820 - Pneudraulic Systems Mechanic	38.06
23850 - Rigger	34.60
23870 - Scale Mechanic	33.95
23890 - Sheet-Metal Worker, Maintenance	37.87
23910 - Small Engine Mechanic	22.99
23931 - Telecommunications Mechanic I	33.75
23932 - Telecommunications Mechanic II	35.02
23950 - Telephone Lineman	42.50
23960 - Welder, Combination, Maintenance	30.19
23965 - Well Driller	37.40
23970 - Woodcraft Worker	38.06
23980 - Woodworker	29.84
24000 - Personal Needs Occupations	
24550 - Case Manager	25.44
24570 - Child Care Attendant	18.26
24580 - Child Care Center Clerk	22.76
24610 - Chore Aide	16.85
24620 - Family Readiness And Support Services Coordinator	25.44
24630 - Homemaker	25.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.26

25040 - Sewage Plant Operator	38.17
25070 - Stationary Engineer	38.26
25190 - Ventilation Equipment Tender	27.94
25210 - Water Treatment Plant Operator	38.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	35.43
27007 - Baggage Inspector	19.89
27008 - Corrections Officer	38.49
27010 - Court Security Officer	35.70
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	38.49
27070 - Firefighter	34.73
27101 - Guard I	19.89
27102 - Guard II	23.51
27131 - Police Officer I	47.40
27132 - Police Officer II	52.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.14
28042 - Carnival Equipment Repairer	22.69
28043 - Carnival Worker	16.93
28210 - Gate Attendant/Gate Tender	22.67
28310 - Lifeguard	19.94
28350 - Park Attendant (Aide)	25.36
28510 - Recreation Aide/Health Facility Attendant	18.51
28515 - Recreation Specialist	31.41
28630 - Sports Official	20.20
28690 - Swimming Pool Operator	25.82
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.11
29020 - Hatch Tender	35.11
29030 - Line Handler	35.11
29041 - Stevedore I	32.96
29042 - Stevedore II	37.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	52.63
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	36.29
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	39.96
30021 - Archeological Technician I	23.98
30022 - Archeological Technician II	26.82
30023 - Archeological Technician III	33.23
30030 - Cartographic Technician	33.23
30040 - Civil Engineering Technician	38.23
30051 - Cryogenic Technician I	36.80
30052 - Cryogenic Technician II	40.63
30061 - Drafter/CAD Operator I	23.98
30062 - Drafter/CAD Operator II	26.82
30063 - Drafter/CAD Operator III	29.89
30064 - Drafter/CAD Operator IV	36.80
30081 - Engineering Technician I	20.92
30082 - Engineering Technician II	23.48

30083 - Engineering Technician III		26.26
30084 - Engineering Technician IV		32.53
30085 - Engineering Technician V		39.78
30086 - Engineering Technician VI		48.13
30090 - Environmental Technician		26.64
30095 - Evidence Control Specialist		33.23
30210 - Laboratory Technician		26.99
30221 - Latent Fingerprint Technician I		41.51
30222 - Latent Fingerprint Technician II		45.86
30240 - Mathematical Technician		40.69
30361 - Paralegal/Legal Assistant I		24.61
30362 - Paralegal/Legal Assistant II		30.48
30363 - Paralegal/Legal Assistant III		37.28
30364 - Paralegal/Legal Assistant IV		45.11
30375 - Petroleum Supply Specialist		40.63
30390 - Photo-Optics Technician		33.23
30395 - Radiation Control Technician		40.63
30461 - Technical Writer I		33.28
30462 - Technical Writer II		40.70
30463 - Technical Writer III		49.24
30491 - Unexploded Ordnance (UXO) Technician I		33.45
30492 - Unexploded Ordnance (UXO) Technician II		40.47
30493 - Unexploded Ordnance (UXO) Technician III		48.51
30494 - Unexploded (UXO) Safety Escort		33.45
30495 - Unexploded (UXO) Sweep Personnel		33.45
30501 - Weather Forecaster I		36.80
30502 - Weather Forecaster II		44.76
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.89
30621 - Weather Observer, Senior	(see 2)	33.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.47
31020 - Bus Aide		19.49
31030 - Bus Driver		26.18
31043 - Driver Courier		19.62
31260 - Parking and Lot Attendant		17.37
31290 - Shuttle Bus Driver		18.97
31310 - Taxi Driver		15.95
31361 - Truckdriver, Light		21.07
31362 - Truckdriver, Medium		22.50
31363 - Truckdriver, Heavy		28.60
31364 - Truckdriver, Tractor-Trailer		28.60
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.73
99030 - Cashier		17.36
99050 - Desk Clerk		18.35
99095 - Embalmer		26.87
99130 - Flight Follower		33.45
99251 - Laboratory Animal Caretaker I		20.24
99252 - Laboratory Animal Caretaker II		21.73

99260 - Marketing Analyst	38.20
99310 - Mortician	24.43
99410 - Pest Controller	21.92
99510 - Photofinishing Worker	21.35
99710 - Recycling Laborer	32.83
99711 - Recycling Specialist	38.45
99730 - Refuse Collector	30.80
99810 - Sales Clerk	17.59
99820 - School Crossing Guard	23.84
99830 - Survey Party Chief	34.45
99831 - Surveying Aide	22.51
99832 - Surveying Technician	31.33
99840 - Vending Machine Attendant	18.56
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer Helper	18.56

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

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, 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

Wage Determination No.: 2015-5637
Revision No.: 31
Date Of Last Revision: 12/03/2025

Daniel W. Simms
Director

Division of
Wage Determinations

State: California

Area: California Counties of San Francisco, San Mateo

OCCUPATION NOTE:

Janitor: The rate listed on this WD for the ""Janitor"" occupation applies only to San Mateo county. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the ""Janitor"" occupation in San Francisco County.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		24.69
01012 - Accounting Clerk II		27.71
01013 - Accounting Clerk III		31.00
01020 - Administrative Assistant		48.62
01035 - Court Reporter		62.05
01041 - Customer Service Representative I		22.14
01042 - Customer Service Representative II		24.16
01043 - Customer Service Representative III		27.12
01051 - Data Entry Operator I		23.38
01052 - Data Entry Operator II		25.51
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		22.21
01090 - Duplicating Machine Operator		22.21
01111 - General Clerk I		21.90
01112 - General Clerk II		23.89
01113 - General Clerk III		26.82
01120 - Housing Referral Assistant		31.71
01141 - Messenger Courier		23.05
01191 - Order Clerk I		22.55

01192 - Order Clerk II	24.61
01261 - Personnel Assistant (Employment) I	24.85
01262 - Personnel Assistant (Employment) II	27.79
01263 - Personnel Assistant (Employment) III	30.98
01270 - Production Control Clerk	35.73
01290 - Rental Clerk	22.10
01300 - Scheduler, Maintenance	25.43
01311 - Secretary I	25.43
01312 - Secretary II	28.45
01313 - Secretary III	31.71
01320 - Service Order Dispatcher	28.67
01410 - Supply Technician	48.62
01420 - Survey Worker	29.45
01460 - Switchboard Operator/Receptionist	23.11
01531 - Travel Clerk I	24.40
01532 - Travel Clerk II	26.57
01533 - Travel Clerk III	29.01
01611 - Word Processor I	26.14
01612 - Word Processor II	29.33
01613 - Word Processor III	32.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	31.75
05010 - Automotive Electrician	33.13
05040 - Automotive Glass Installer	31.35
05070 - Automotive Worker	31.35
05110 - Mobile Equipment Servicer	27.64
05130 - Motor Equipment Metal Mechanic	34.94
05160 - Motor Equipment Metal Worker	31.35
05190 - Motor Vehicle Mechanic	34.94
05220 - Motor Vehicle Mechanic Helper	25.54
05250 - Motor Vehicle Upholstery Worker	29.57
05280 - Motor Vehicle Wrecker	31.35
05310 - Painter, Automotive	33.13
05340 - Radiator Repair Specialist	31.35
05370 - Tire Repairer	22.14
05400 - Transmission Repair Specialist	34.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.93
07041 - Cook I	23.04
07042 - Cook II	26.13
07070 - Dishwasher	19.32
07130 - Food Service Worker	19.17
07210 - Meat Cutter	22.28
07260 - Waiter/Waitress	18.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.90
09040 - Furniture Handler	16.69
09080 - Furniture Refinisher	26.00
09090 - Furniture Refinisher Helper	20.04
09110 - Furniture Repairer, Minor	23.20

09130 - Upholsterer		27.81
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		20.86
11060 - Elevator Operator		20.93
11090 - Gardener		30.13
11122 - Housekeeping Aide		20.93
11150 - Janitor	(see 1)	20.93
11210 - Laborer, Grounds Maintenance		23.18
11240 - Maid or Houseman		21.96
11260 - Pruner		20.86
11270 - Tractor Operator		27.85
11330 - Trail Maintenance Worker		23.18
11360 - Window Cleaner		23.26
12000 - Health Occupations		
12010 - Ambulance Driver		24.06
12011 - Breath Alcohol Technician		39.18
12012 - Certified Occupational Therapist Assistant		46.60
12015 - Certified Physical Therapist Assistant		46.74
12020 - Dental Assistant		30.33
12025 - Dental Hygienist		72.69
12030 - EKG Technician		44.07
12035 - Electroneurodiagnostic Technologist		44.07
12040 - Emergency Medical Technician		24.06
12071 - Licensed Practical Nurse I		35.02
12072 - Licensed Practical Nurse II		39.18
12073 - Licensed Practical Nurse III		43.66
12100 - Medical Assistant		28.80
12130 - Medical Laboratory Technician		39.13
12160 - Medical Record Clerk		31.45
12190 - Medical Record Technician		35.18
12195 - Medical Transcriptionist		27.36
12210 - Nuclear Medicine Technologist		87.76
12221 - Nursing Assistant I		18.84
12222 - Nursing Assistant II		21.19
12223 - Nursing Assistant III		23.13
12224 - Nursing Assistant IV		25.96
12235 - Optical Dispenser		29.43
12236 - Optical Technician		32.23
12250 - Pharmacy Technician		29.80
12280 - Phlebotomist		28.78
12305 - Radiologic Technologist		65.74
12311 - Registered Nurse I		50.96
12312 - Registered Nurse II		62.32
12313 - Registered Nurse II, Specialist		62.32
12314 - Registered Nurse III		75.40
12315 - Registered Nurse III, Anesthetist		75.40
12316 - Registered Nurse IV		90.40
12317 - Scheduler (Drug and Alcohol Testing)		48.52
12320 - Substance Abuse Treatment Counselor		32.85
13000 - Information And Arts Occupations		

13011 - Exhibits Specialist I		28.27
13012 - Exhibits Specialist II		35.02
13013 - Exhibits Specialist III		42.83
13041 - Illustrator I		29.13
13042 - Illustrator II		36.10
13043 - Illustrator III		44.14
13047 - Librarian		47.43
13050 - Library Aide/Clerk		30.01
13054 - Library Information Technology Systems Administrator		42.82
13058 - Library Technician		30.82
13061 - Media Specialist I		30.91
13062 - Media Specialist II		34.57
13063 - Media Specialist III		38.53
13071 - Photographer I		26.05
13072 - Photographer II		29.14
13073 - Photographer III		36.09
13074 - Photographer IV		44.14
13075 - Photographer V		53.40
13090 - Technical Order Library Clerk		35.93
13110 - Video Teleconference Technician		34.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		30.61
14042 - Computer Operator II		34.24
14043 - Computer Operator III		38.19
14044 - Computer Operator IV		42.44
14045 - Computer Operator V		46.99
14071 - Computer Programmer I	(see 2)	
14072 - Computer Programmer II	(see 2)	
14073 - Computer Programmer III	(see 2)	
14074 - Computer Programmer IV	(see 2)	
14101 - Computer Systems Analyst I	(see 2)	
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	
14150 - Peripheral Equipment Operator		30.61
14160 - Personal Computer Support Technician		42.44
14170 - System Support Specialist		47.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		48.20
15020 - Aircrew Training Devices Instructor (Rated)		58.32
15030 - Air Crew Training Devices Instructor (Pilot)		69.92
15050 - Computer Based Training Specialist / Instructor		48.20
15060 - Educational Technologist		47.99
15070 - Flight Instructor (Pilot)		69.92
15080 - Graphic Artist		44.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		69.92
15086 - Maintenance Test Pilot, Rotary Wing		69.92
15088 - Non-Maintenance Test/Co-Pilot		69.92
15090 - Technical Instructor		36.32
15095 - Technical Instructor/Course Developer		44.42

15110 - Test Proctor	29.32
15120 - Tutor	29.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	22.08
16030 - Counter Attendant	22.08
16040 - Dry Cleaner	25.23
16070 - Finisher, Flatwork, Machine	22.08
16090 - Presser, Hand	22.08
16110 - Presser, Machine, Drycleaning	22.08
16130 - Presser, Machine, Shirts	22.08
16160 - Presser, Machine, Wearing Apparel, Laundry	22.08
16190 - Sewing Machine Operator	26.28
16220 - Tailor	27.33
16250 - Washer, Machine	23.14
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	33.25
19040 - Tool And Die Maker	39.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	27.53
21030 - Material Coordinator	35.73
21040 - Material Expediter	35.73
21050 - Material Handling Laborer	23.18
21071 - Order Filler	21.46
21080 - Production Line Worker (Food Processing)	27.53
21110 - Shipping Packer	23.56
21130 - Shipping/Receiving Clerk	23.56
21140 - Store Worker I	21.04
21150 - Stock Clerk	27.31
21210 - Tools And Parts Attendant	27.53
21410 - Warehouse Specialist	27.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	48.51
23019 - Aircraft Logs and Records Technician	39.06
23021 - Aircraft Mechanic I	46.16
23022 - Aircraft Mechanic II	48.51
23023 - Aircraft Mechanic III	50.56
23040 - Aircraft Mechanic Helper	33.75
23050 - Aircraft, Painter	43.78
23060 - Aircraft Servicer	39.06
23070 - Aircraft Survival Flight Equipment Technician	43.78
23080 - Aircraft Worker	41.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	41.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	46.16
23110 - Appliance Mechanic	28.11
23120 - Bicycle Repairer	25.04
23125 - Cable Splicer	61.77
23130 - Carpenter, Maintenance	38.92
23140 - Carpet Layer	31.96

23160 - Electrician, Maintenance 50.38
23181 - Electronics Technician Maintenance I 39.74
23182 - Electronics Technician Maintenance II 42.02
23183 - Electronics Technician Maintenance III 44.30
23260 - Fabric Worker 37.83
23290 - Fire Alarm System Mechanic 36.67
23310 - Fire Extinguisher Repairer 35.04
23311 - Fuel Distribution System Mechanic 50.23
23312 - Fuel Distribution System Operator 39.73
23370 - General Maintenance Worker 30.52
23380 - Ground Support Equipment Mechanic 46.16
23381 - Ground Support Equipment Servicer 39.06
23382 - Ground Support Equipment Worker 41.42
23391 - Gunsmith I 35.04
23392 - Gunsmith II 39.73
23393 - Gunsmith III 44.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic 36.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 38.78
23430 - Heavy Equipment Mechanic 44.36
23440 - Heavy Equipment Operator 56.42
23460 - Instrument Mechanic 41.91
23465 - Laboratory/Shelter Mechanic 42.01
23470 - Laborer 23.18
23510 - Locksmith 31.85
23530 - Machinery Maintenance Mechanic 41.41
23550 - Machinist, Maintenance 31.89
23580 - Maintenance Trades Helper 22.11
23591 - Metrology Technician I 41.91
23592 - Metrology Technician II 44.04
23593 - Metrology Technician III 45.91
23640 - Millwright 51.65
23710 - Office Appliance Repairer 30.30
23760 - Painter, Maintenance 30.71
23790 - Pipefitter, Maintenance 41.14
23810 - Plumber, Maintenance 39.02
23820 - Pneudraulic Systems Mechanic 44.29
23850 - Rigger 46.00
23870 - Scale Mechanic 39.73
23890 - Sheet-Metal Worker, Maintenance 47.18
23910 - Small Engine Mechanic 28.19
23931 - Telecommunications Mechanic I 41.19
23932 - Telecommunications Mechanic II 43.29
23950 - Telephone Lineman 49.79
23960 - Welder, Combination, Maintenance 32.75
23965 - Well Driller 36.77
23970 - Woodcraft Worker 44.29
23980 - Woodworker 35.04
24000 - Personal Needs Occupations

24550 - Case Manager	27.51
24570 - Child Care Attendant	21.62
24580 - Child Care Center Clerk	26.95
24610 - Chore Aide	17.24
24620 - Family Readiness And Support Services Coordinator	27.51
24630 - Homemaker	27.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	59.67
25040 - Sewage Plant Operator	54.98
25070 - Stationary Engineer	59.67
25190 - Ventilation Equipment Tender	43.63
25210 - Water Treatment Plant Operator	54.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	50.29
27007 - Baggage Inspector	22.47
27008 - Corrections Officer	48.34
27010 - Court Security Officer	53.32
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	48.34
27070 - Firefighter	58.08
27101 - Guard I	22.47
27102 - Guard II	25.35
27131 - Police Officer I	58.36
27132 - Police Officer II	64.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	25.07
28042 - Carnival Equipment Repairer	27.12
28043 - Carnival Worker	18.78
28210 - Gate Attendant/Gate Tender	25.96
28310 - Lifeguard	19.37
28350 - Park Attendant (Aide)	29.03
28510 - Recreation Aide/Health Facility Attendant	21.19
28515 - Recreation Specialist	35.96
28630 - Sports Official	23.12
28690 - Swimming Pool Operator	30.76
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	42.43
29020 - Hatch Tender	42.43
29030 - Line Handler	42.43
29041 - Stevedore I	39.97
29042 - Stevedore II	44.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 3)	57.59
30011 - Air Traffic Control Specialist, Station (HFO) (see 3)	39.72
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3)	43.73
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44

30040 - Civil Engineering Technician		46.48
30051 - Cryogenic Technician I		38.13
30052 - Cryogenic Technician II		42.12
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.80
30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		20.77
30082 - Engineering Technician II		23.30
30083 - Engineering Technician III		26.07
30084 - Engineering Technician IV		32.30
30085 - Engineering Technician V		39.51
30086 - Engineering Technician VI		47.80
30090 - Environmental Technician		35.57
30095 - Evidence Control Specialist		34.43
30210 - Laboratory Technician		33.89
30221 - Latent Fingerprint Technician I		45.41
30222 - Latent Fingerprint Technician II		50.16
30240 - Mathematical Technician		57.81
30361 - Paralegal/Legal Assistant I		27.05
30362 - Paralegal/Legal Assistant II		33.51
30363 - Paralegal/Legal Assistant III		40.98
30364 - Paralegal/Legal Assistant IV		49.58
30375 - Petroleum Supply Specialist		42.12
30390 - Photo-Optics Technician		35.89
30395 - Radiation Control Technician		42.12
30461 - Technical Writer I		42.52
30462 - Technical Writer II		52.00
30463 - Technical Writer III		62.91
30491 - Unexploded Ordnance (UXO) Technician I		36.61
30492 - Unexploded Ordnance (UXO) Technician II		44.29
30493 - Unexploded Ordnance (UXO) Technician III		53.08
30494 - Unexploded (UXO) Safety Escort		36.61
30495 - Unexploded (UXO) Sweep Personnel		36.61
30501 - Weather Forecaster I		38.13
30502 - Weather Forecaster II		46.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	30.99
30621 - Weather Observer, Senior	(see 3)	34.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		44.29
31020 - Bus Aide		27.47
31030 - Bus Driver		38.19
31043 - Driver Courier		21.91
31260 - Parking and Lot Attendant		20.34
31290 - Shuttle Bus Driver		23.14
31310 - Taxi Driver		19.72
31361 - Truckdriver, Light		23.70
31362 - Truckdriver, Medium		25.36
31363 - Truckdriver, Heavy		30.87

31364 - Truckdriver, Tractor-Trailer	30.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	21.59
99030 - Cashier	19.00
99050 - Desk Clerk	21.46
99095 - Embalmer	33.15
99130 - Flight Follower	36.61
99251 - Laboratory Animal Caretaker I	22.61
99252 - Laboratory Animal Caretaker II	24.46
99260 - Marketing Analyst	56.47
99310 - Mortician	29.47
99410 - Pest Controller	24.35
99510 - Photofinishing Worker	25.62
99710 - Recycling Laborer	38.67
99711 - Recycling Specialist	46.45
99730 - Refuse Collector	34.80
99810 - Sales Clerk	20.43
99820 - School Crossing Guard	28.29
99830 - Survey Party Chief	58.41
99831 - Surveying Aide	33.76
99832 - Surveying Technician	39.83
99840 - Vending Machine Attendant	20.98
99841 - Vending Machine Repairer	25.74
99842 - Vending Machine Repairer Helper	20.98

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

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, and 4 weeks after 12 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) JANITOR: The rate listed on this WD for the ""Janitor"" occupation applies only to Marin and San Mateo counties. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the ""Janitor"" occupation in San Francisco County.

2) 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.

3) 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))."