Attachment 4 - Applicable Wage Determinations

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director Division of Wage Determinations	Wage Determination No.: 1975-0208 Revision No.: 78 Date Of Last Revision: 5/13/2026

Employed on contracts for forestry and logging services.

State: South Carolina

Area: South Carolina Counties of Abbeville, Aiken, Allendale, Anderson, Bamberg, Barnwell, Beaufort, Berkeley, Calhoun, Charleston, Cherokee, Chester, Chesterfield, Clarendon, Colleton, Darlington, Dillon, Dorchester, Edgefield, Fairfield, Florence, Georgetown, Greenville, Greenwood, Hampton, Horry, Jasper, Kershaw, Lancaster, Laurens, Lee, Lexington, Marion, Marlboro, McCormick, Newberry, Oconee, Orangeburg, Pickens, Richland, Saluda, Spartanburg, Sumter, Union, Williamsburg and York

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
08010 - Brush/Precommercial Thinner		16.20
08040 - Choker Setter		15.89

08070 - Faller/Bucker	18.43
08100 - Fire Lookout	16.20
08130 - Forestry Equipment Operator	19.70
08160 - Forestry/Logging Heavy Equipment Operator	23.02
08190 - Forestry Technician	23.02
08200 - Forestry Truck Driver	23.02
08250 - General Forestry Laborer	14.59
08280 - Nursery Specialist	22.42
08310 - Slash Piler/Burner	16.20
08340 - Tree Climber	18.86
08370 - Tree Planter	13.23
08400 - Tree Planter, Mechanical	13.23

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 $13.65 per hour (or the applicable wage rate listed on this wage dete
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)

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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""""" (the Directory) 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.
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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4427
Revision No.: 33
Date Of Last Revision: 5/13/2026

State: South Carolina

Area: South Carolina Counties of Berkeley, Charleston and Dorchester

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.30
01012 - Accounting Clerk II		20.54
01013 - Accounting Clerk III		22.98
01020 - Administrative Assistant		32.42
01035 - Court Reporter		21.57
01041 - Customer Service Representative I		15.97
01042 - Customer Service Representative II		17.43
01043 - Customer Service Representative III		19.56
01051 - Data Entry Operator I		19.05
01052 - Data Entry Operator II		20.79
01060 - Dispatcher, Motor Vehicle		22.48
01070 - Document Preparation Clerk		16.03
01090 - Duplicating Machine Operator		16.03
01111 - General Clerk I		15.66
01112 - General Clerk II		17.09
01113 - General Clerk III		19.18
01120 - Housing Referral Assistant		22.43

01141 - Messenger Courier	18.51
01191 - Order Clerk I	19.48
01192 - Order Clerk II	21.26
01261 - Personnel Assistant (Employment) I	18.93
01262 - Personnel Assistant (Employment) II	21.18
01263 - Personnel Assistant (Employment) III	23.60
01270 - Production Control Clerk	27.50
01290 - Rental Clerk	17.97
01300 - Scheduler, Maintenance	17.99
01311 - Secretary I	17.99
01312 - Secretary II	20.12
01313 - Secretary III	22.43
01320 - Service Order Dispatcher	20.10
01410 - Supply Technician	32.42
01420 - Survey Worker	19.39
01460 - Switchboard Operator/Receptionist	17.46
01531 - Travel Clerk I	19.13
01532 - Travel Clerk II	21.42
01533 - Travel Clerk III	23.96
01611 - Word Processor I	16.50
01612 - Word Processor II	18.52
01613 - Word Processor III	20.72
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.62
05010 - Automotive Electrician	22.17
05040 - Automotive Glass Installer	20.97
05070 - Automotive Worker	21.22
05110 - Mobile Equipment Servicer	18.55
05130 - Motor Equipment Metal Mechanic	23.65
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.65
05220 - Motor Vehicle Mechanic Helper	17.50
05250 - Motor Vehicle Upholstery Worker	20.01
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.17
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	17.82
05400 - Transmission Repair Specialist	23.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.47
07041 - Cook I	15.58
07042 - Cook II	17.58
07070 - Dishwasher	14.92
07130 - Food Service Worker	16.22
07210 - Meat Cutter	19.38
07260 - Waiter/Waitress	9.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.03
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	21.60
09090 - Furniture Refinisher Helper	16.98

09110 - Furniture Repairer, Minor	19.26
09130 - Upholsterer	23.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.35
11060 - Elevator Operator	14.46
11090 - Gardener	21.76
11122 - Housekeeping Aide	14.46
11150 - Janitor	14.46
11210 - Laborer, Grounds Maintenance	17.63
11240 - Maid or Houseman	14.83
11260 - Pruner	16.21
11270 - Tractor Operator	20.41
11330 - Trail Maintenance Worker	17.63
11360 - Window Cleaner	15.73
12000 - Health Occupations	
12010 - Ambulance Driver	20.43
12011 - Breath Alcohol Technician	26.32
12012 - Certified Occupational Therapist Assistant	35.08
12015 - Certified Physical Therapist Assistant	30.04
12020 - Dental Assistant	22.97
12025 - Dental Hygienist	42.06
12030 - EKG Technician	36.71
12035 - Electroneurodiagnostic Technologist	36.71
12040 - Emergency Medical Technician	20.43
12071 - Licensed Practical Nurse I	23.53
12072 - Licensed Practical Nurse II	26.32
12073 - Licensed Practical Nurse III	29.33
12100 - Medical Assistant	19.63
12130 - Medical Laboratory Technician	28.50
12160 - Medical Record Clerk	22.73
12190 - Medical Record Technician	25.43
12195 - Medical Transcriptionist	18.22
12210 - Nuclear Medicine Technologist	46.30
12221 - Nursing Assistant I	13.51
12222 - Nursing Assistant II	15.20
12223 - Nursing Assistant III	16.59
12224 - Nursing Assistant IV	18.62
12235 - Optical Dispenser	22.67
12236 - Optical Technician	23.53
12250 - Pharmacy Technician	20.87
12280 - Phlebotomist	19.11
12305 - Radiologic Technologist	33.71
12311 - Registered Nurse I	26.19
12312 - Registered Nurse II	32.04
12313 - Registered Nurse II, Specialist	32.04
12314 - Registered Nurse III	38.76
12315 - Registered Nurse III, Anesthetist	38.76
12316 - Registered Nurse IV	46.47
12317 - Scheduler (Drug and Alcohol Testing)	32.60
12320 - Substance Abuse Treatment Counselor	24.85
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		24.66
13012 - Exhibits Specialist II		30.56
13013 - Exhibits Specialist III		37.38
13041 - Illustrator I		29.27
13042 - Illustrator II		36.22
13043 - Illustrator III		44.33
13047 - Librarian		33.84
13050 - Library Aide/Clerk		15.69
13054 - Library Information Technology Systems Administrator		30.56
13058 - Library Technician		16.63
13061 - Media Specialist I		22.06
13062 - Media Specialist II		24.66
13063 - Media Specialist III		27.49
13071 - Photographer I		19.29
13072 - Photographer II		21.58
13073 - Photographer III		26.74
13074 - Photographer IV		32.71
13075 - Photographer V		39.57
13090 - Technical Order Library Clerk		19.70
13110 - Video Teleconference Technician		23.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		24.11
14042 - Computer Operator II		26.97
14043 - Computer Operator III		30.07
14044 - Computer Operator IV		33.43
14045 - Computer Operator V		37.02
14071 - Computer Programmer I	(see 1)	26.90
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		24.11
14160 - Personal Computer Support Technician		33.43
14170 - System Support Specialist		37.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.26
15030 - Air Crew Training Devices Instructor (Pilot)		48.27
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		34.43
15070 - Flight Instructor (Pilot)		48.27
15080 - Graphic Artist		27.30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.27
15086 - Maintenance Test Pilot, Rotary Wing		48.27
15088 - Non-Maintenance Test/Co-Pilot		48.27
15090 - Technical Instructor		28.49

15095 - Technical Instructor/Course Developer	34.85
15110 - Test Proctor	22.99
15120 - Tutor	22.99
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.68
16030 - Counter Attendant	11.68
16040 - Dry Cleaner	14.10
16070 - Finisher, Flatwork, Machine	11.68
16090 - Presser, Hand	11.68
16110 - Presser, Machine, Drycleaning	11.68
16130 - Presser, Machine, Shirts	11.68
16160 - Presser, Machine, Wearing Apparel, Laundry	11.68
16190 - Sewing Machine Operator	14.84
16220 - Tailor	15.56
16250 - Washer, Machine	12.30
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.95
19040 - Tool And Die Maker	32.77
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.10
21030 - Material Coordinator	27.50
21040 - Material Expediter	27.50
21050 - Material Handling Laborer	17.89
21071 - Order Filler	17.19
21080 - Production Line Worker (Food Processing)	22.10
21110 - Shipping Packer	20.17
21130 - Shipping/Receiving Clerk	20.17
21140 - Store Worker I	15.49
21150 - Stock Clerk	19.96
21210 - Tools And Parts Attendant	22.10
21410 - Warehouse Specialist	22.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	40.00
23019 - Aircraft Logs and Records Technician	32.20
23021 - Aircraft Mechanic I	38.05
23022 - Aircraft Mechanic II	40.00
23023 - Aircraft Mechanic III	41.92
23040 - Aircraft Mechanic Helper	28.40
23050 - Aircraft, Painter	36.10
23060 - Aircraft Servicer	32.20
23070 - Aircraft Survival Flight Equipment Technician	36.10
23080 - Aircraft Worker	34.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.05
23110 - Appliance Mechanic	23.54
23120 - Bicycle Repairer	22.60
23125 - Cable Splicer	38.59

23130 - Carpenter, Maintenance	24.57
23140 - Carpet Layer	25.48
23160 - Electrician, Maintenance	27.51
23181 - Electronics Technician Maintenance I	30.59
23182 - Electronics Technician Maintenance II	32.34
23183 - Electronics Technician Maintenance III	34.09
23260 - Fabric Worker	24.04
23290 - Fire Alarm System Mechanic	27.20
23310 - Fire Extinguisher Repairer	22.60
23311 - Fuel Distribution System Mechanic	30.28
23312 - Fuel Distribution System Operator	24.09
23370 - General Maintenance Worker	22.54
23380 - Ground Support Equipment Mechanic	38.05
23381 - Ground Support Equipment Servicer	32.20
23382 - Ground Support Equipment Worker	34.13
23391 - Gunsmith I	22.60
23392 - Gunsmith II	25.48
23393 - Gunsmith III	28.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.07
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.51
23430 - Heavy Equipment Mechanic	29.89
23440 - Heavy Equipment Operator	23.23
23460 - Instrument Mechanic	27.55
23465 - Laboratory/Shelter Mechanic	26.95
23470 - Laborer	17.89
23510 - Locksmith	26.95
23530 - Machinery Maintenance Mechanic	29.47
23550 - Machinist, Maintenance	26.62
23580 - Maintenance Trades Helper	19.26
23591 - Metrology Technician I	27.55
23592 - Metrology Technician II	28.97
23593 - Metrology Technician III	30.35
23640 - Millwright	31.99
23710 - Office Appliance Repairer	22.34
23760 - Painter, Maintenance	22.06
23790 - Pipefitter, Maintenance	28.64
23810 - Plumber, Maintenance	27.17
23820 - Pneudraulic Systems Mechanic	28.41
23850 - Rigger	23.89
23870 - Scale Mechanic	25.48
23890 - Sheet-Metal Worker, Maintenance	25.72
23910 - Small Engine Mechanic	22.29
23931 - Telecommunications Mechanic I	28.05
23932 - Telecommunications Mechanic II	29.49
23950 - Telephone Lineman	29.27
23960 - Welder, Combination, Maintenance	25.00
23965 - Well Driller	28.41
23970 - Woodcraft Worker	28.41
23980 - Woodworker	22.60

24000 - Personal Needs Occupations	
24550 - Case Manager	20.20

24570 - Child Care Attendant		13.27
24580 - Child Care Center Clerk		17.74
24610 - Chore Aide		14.86
24620 - Family Readiness And Support Services Coordinator		20.20
24630 - Homemaker		20.20
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.92
25040 - Sewage Plant Operator		23.58
25070 - Stationary Engineer		28.92
25190 - Ventilation Equipment Tender		21.57
25210 - Water Treatment Plant Operator		23.58
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.42
27007 - Baggage Inspector		16.74
27008 - Corrections Officer		22.45
27010 - Court Security Officer		22.63
27030 - Detection Dog Handler		18.72
27040 - Detention Officer		22.45
27070 - Firefighter		22.34
27101 - Guard I		16.74
27102 - Guard II		18.72
27131 - Police Officer I		25.01
27132 - Police Officer II		27.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.54
28042 - Carnival Equipment Repairer		17.64
28043 - Carnival Worker		13.16
28210 - Gate Attendant/Gate Tender		22.12
28310 - Lifeguard		16.59
28350 - Park Attendant (Aide)		24.74
28510 - Recreation Aide/Health Facility Attendant		18.06
28515 - Recreation Specialist		30.66
28630 - Sports Official		19.71
28690 - Swimming Pool Operator		19.91
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		36.10
29020 - Hatch Tender		36.10
29030 - Line Handler		36.10
29041 - Stevedore I		34.07
29042 - Stevedore II		38.19
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		20.54

30022 - Archeological Technician II		22.98
30023 - Archeological Technician III		28.46
30030 - Cartographic Technician		28.46
30040 - Civil Engineering Technician		30.66
30051 - Cryogenic Technician I		31.52
30052 - Cryogenic Technician II		34.80
30061 - Drafter/CAD Operator I		20.54
30062 - Drafter/CAD Operator II		22.98
30063 - Drafter/CAD Operator III		25.61
30064 - Drafter/CAD Operator IV		31.52
30081 - Engineering Technician I		18.52
30082 - Engineering Technician II		20.79
30083 - Engineering Technician III		23.26
30084 - Engineering Technician IV		28.82
30085 - Engineering Technician V		35.25
30086 - Engineering Technician VI		42.66
30090 - Environmental Technician		26.10
30095 - Evidence Control Specialist		28.46
30210 - Laboratory Technician		29.23
30221 - Latent Fingerprint Technician I		31.52
30222 - Latent Fingerprint Technician II		34.80
30240 - Mathematical Technician		28.46
30361 - Paralegal/Legal Assistant I		21.32
30362 - Paralegal/Legal Assistant II		26.41
30363 - Paralegal/Legal Assistant III		32.32
30364 - Paralegal/Legal Assistant IV		39.08
30375 - Petroleum Supply Specialist		34.80
30390 - Photo-Optics Technician		28.46
30395 - Radiation Control Technician		34.80
30461 - Technical Writer I		27.40
30462 - Technical Writer II		33.51
30463 - Technical Writer III		40.55
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		31.52
30502 - Weather Forecaster II		38.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.61
30621 - Weather Observer, Senior	(see 2)	28.46
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.13
31030 - Bus Driver		18.55
31043 - Driver Courier		18.38
31260 - Parking and Lot Attendant		13.79
31290 - Shuttle Bus Driver		17.33
31310 - Taxi Driver		11.87
31361 - Truckdriver, Light		19.59
31362 - Truckdriver, Medium		20.84
31363 - Truckdriver, Heavy		26.70

31364 - Truckdriver, Tractor-Trailer	26.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.77
99050 - Desk Clerk	14.89
99095 - Embalmer	29.43
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	17.65
99252 - Laboratory Animal Caretaker II	18.81
99260 - Marketing Analyst	29.93
99310 - Mortician	29.43
99410 - Pest Controller	18.59
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	21.14
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.44
99810 - Sales Clerk	14.72
99820 - School Crossing Guard	16.64
99830 - Survey Party Chief	24.24
99831 - Surveying Aide	18.37
99832 - Surveying Technician	22.03
99840 - Vending Machine Attendant	21.42
99841 - Vending Machine Repairer	25.74
99842 - Vending Machine Repairer Helper	21.42

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 $13.65 per hour (or the applicable wage rate listed on this wage dete 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))."
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