SCA Wage Rates for FY 26 Upgrades NY

Note that if the same SCA wage decision is relevant to more than one firm, the wage decision is only included one time. Denoted by (*)

Subject: SCA Wage Rates for

1 Forwarded herewith is the Wage Determination, current as of the above date, for the subject project.

Horseheads, NY (Chemung County) WD # 2015-4149
Oswego, NY (Oswego County) WD # 2015-4163
Jamestown, NY (Chautauqua County) WD # 2015-4179
Vestal, NY (Broome County) WD # 2015-4145
Greece, NY (Monroe County) WD #: 2015-4161

2. Note that in negotiated procurements, the wage rates in effect on the date of contract award (not at proposal due date or FPR date) are the ones to be incorporated in the contract Also note that the then current wage decision is to be incorporated into the instant contract at exercise of any option period regardless of the method of solicitation (IFB, RFQ or RFP).

3. Please direct the contractor's attention to the section of the determination entitled "Request for Authorization of Additional Classification and Wage Rate". This section provides direction to the contractor on how to process a classification request if a service employee, covered by the Service Contract Act, will be employed to perform the contract work and the occupation is not included in this wage determination .

4. Note the rates enclosed do not apply to bona fide executive, administrative or professional employees.

5. SCA rates are changed on an intermittent basis. Any changes will have to be incorporated into the solicitation by amendment

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
| JN 3/4/2026

| Wage Determination No.: 2015-4149
Daniel W. Simms Division of | Revision No.: 30
Director Wage Determinations | Date Of Last Revision: 12/03/2025

State: New York

Area: New York County of Chemung

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.16
01012 - Accounting Clerk II		20.38
01013 - Accounting Clerk III		22.80
01020 - Administrative Assistant		33.60
01035 - Court Reporter		20.66
01041 - Customer Service Representative I		14.67
01042 - Customer Service Representative II		16.02
01043 - Customer Service Representative III		17.97
01051 - Data Entry Operator I		15.08
01052 - Data Entry Operator II		16.46
01060 - Dispatcher, Motor Vehicle		19.96
01070 - Document Preparation Clerk		16.46
01090 - Duplicating Machine Operator		16.46
01111 - General Clerk I		15.52
01112 - General Clerk II		16.94
01113 - General Clerk III		19.01
01120 - Housing Referral Assistant		23.03
01141 - Messenger Courier		14.34
01191 - Order Clerk I		15.08
01192 - Order Clerk II		16.46
01261 - Personnel Assistant (Employment) I		18.75
01262 - Personnel Assistant (Employment) II		20.98
01263 - Personnel Assistant (Employment) III		23.38
01270 - Production Control Clerk		23.53
01290 - Rental Clerk		19.38
01300 - Scheduler, Maintenance		18.47
01311 - Secretary I		18.47

01312 - Secretary II 20.66
01313 - Secretary III 23.03
01320 - Service Order Dispatcher 17.84
01410 - Supply Technician 33.60
01420 - Survey Worker 20.66
01460 - Switchboard Operator/Receptionist 17.72
01531 - Travel Clerk I 15.50
01532 - Travel Clerk II 16.69
01533 - Travel Clerk III 17.91
01611 - Word Processor I 16.61
01612 - Word Processor II 18.64
01613 - Word Processor III 20.85
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.28
05010 - Automotive Electrician 20.76
05040 - Automotive Glass Installer 19.69
05070 - Automotive Worker 19.69
05110 - Mobile Equipment Servicer 17.31
05130 - Motor Equipment Metal Mechanic 21.89
05160 - Motor Equipment Metal Worker 19.69
05190 - Motor Vehicle Mechanic 21.89
05220 - Motor Vehicle Mechanic Helper 16.07
05250 - Motor Vehicle Upholstery Worker 18.56
05280 - Motor Vehicle Wrecker 19.69
05310 - Painter, Automotive 20.76
05340 - Radiator Repair Specialist 19.69
05370 - Tire Repairer 17.30
05400 - Transmission Repair Specialist 21.89
07000 - Food Preparation And Service Occupations
07010 - Baker 17.77
07041 - Cook I 17.56
07042 - Cook II 19.99
07070 - Dishwasher 15.32
07130 - Food Service Worker 15.78
07210 - Meat Cutter 21.92
07260 - Waiter/Waitress 18.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.74
09040 - Furniture Handler 16.41
09080 - Furniture Refinisher 23.74
09090 - Furniture Refinisher Helper 18.84
09110 - Furniture Repairer, Minor 21.30
09130 - Upholsterer 23.97

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	16.53
11060 - Elevator Operator	16.17
11090 - Gardener	21.51
11122 - Housekeeping Aide	16.17
11150 - Janitor	16.17
11210 - Laborer, Grounds Maintenance	17.39
11240 - Maid or Houseman	15.92
11260 - Pruner	17.78
11270 - Tractor Operator	19.97
11330 - Trail Maintenance Worker	17.39
11360 - Window Cleaner	17.48

12000 - Health Occupations

12010 - Ambulance Driver	23.99
12011 - Breath Alcohol Technician	23.99
12012 - Certified Occupational Therapist Assistant	32.93
12015 - Certified Physical Therapist Assistant	32.93
12020 - Dental Assistant	21.96
12025 - Dental Hygienist	35.76
12030 - EKG Technician	36.38
12035 - Electroneurodiagnostic Technologist	36.38
12040 - Emergency Medical Technician	23.99
12071 - Licensed Practical Nurse I	21.45
12072 - Licensed Practical Nurse II	23.99
12073 - Licensed Practical Nurse III	26.75
12100 - Medical Assistant	18.67
12130 - Medical Laboratory Technician	24.93
12160 - Medical Record Clerk	20.28
12190 - Medical Record Technician	22.69
12195 - Medical Transcriptionist	21.45
12210 - Nuclear Medicine Technologist	52.75
12221 - Nursing Assistant I	12.88
12222 - Nursing Assistant II	14.49
12223 - Nursing Assistant III	15.81
12224 - Nursing Assistant IV	17.75
12235 - Optical Dispenser	24.94
12236 - Optical Technician	21.45
12250 - Pharmacy Technician	17.55
12280 - Phlebotomist	21.45
12305 - Radiologic Technologist	33.89
12311 - Registered Nurse I	25.99
12312 - Registered Nurse II	31.79
12313 - Registered Nurse II, Specialist	31.79

12314 - Registered Nurse III 38.46
12315 - Registered Nurse III, Anesthetist 38.46
12316 - Registered Nurse IV 46.11
12317 - Scheduler (Drug and Alcohol Testing) 29.74
12320 - Substance Abuse Treatment Counselor 29.40
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.42
13012 - Exhibits Specialist II 22.83
13013 - Exhibits Specialist III 27.93
13041 - Illustrator I 18.42
13042 - Illustrator II 22.83
13043 - Illustrator III 27.93
13047 - Librarian 25.28
13050 - Library Aide/Clerk 11.88
13054 - Library Information Technology Systems Administrator 22.83
13058 - Library Technician 12.68
13061 - Media Specialist I 16.47
13062 - Media Specialist II 18.42
13063 - Media Specialist III 20.55
13071 - Photographer I 15.46
13072 - Photographer II 17.29
13073 - Photographer III 21.43
13074 - Photographer IV 26.21
13075 - Photographer V 31.71
13090 - Technical Order Library Clerk 17.31
13110 - Video Teleconference Technician 17.17
14000 - Information Technology Occupations
14041 - Computer Operator I 16.78
14042 - Computer Operator II 18.76
14043 - Computer Operator III 20.90
14044 - Computer Operator IV 25.24
14045 - Computer Operator V 27.95
14071 - Computer Programmer I (see 1) 20.83
14072 - Computer Programmer II (see 1) 25.81
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 16.78
14160 - Personal Computer Support Technician 25.24
14170 - System Support Specialist 27.95

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 28.78

15020 - Aircrew Training Devices Instructor (Rated) 34.82

15030 - Air Crew Training Devices Instructor (Pilot) 41.73

15050 - Computer Based Training Specialist / Instructor 27.87

15060 - Educational Technologist 37.35

15070 - Flight Instructor (Pilot) 41.73

15080 - Graphic Artist 27.39

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 41.33

15086 - Maintenance Test Pilot, Rotary Wing 41.33

15088 - Non-Maintenance Test/Co-Pilot 41.33

15090 - Technical Instructor 25.60

15095 - Technical Instructor/Course Developer 31.31

15110 - Test Proctor 20.66

15120 - Tutor 20.66

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 17.23

16030 - Counter Attendant 17.23

16040 - Dry Cleaner 19.69

16070 - Finisher, Flatwork, Machine 17.23

16090 - Presser, Hand 17.23

16110 - Presser, Machine, Drycleaning 17.23

16130 - Presser, Machine, Shirts 17.23

16160 - Presser, Machine, Wearing Apparel, Laundry 17.23

16190 - Sewing Machine Operator 20.51

16220 - Tailor 21.33

16250 - Washer, Machine 18.05

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 24.17

19040 - Tool And Die Maker 29.02

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 20.00

21030 - Material Coordinator 23.53

21040 - Material Expediter 23.53

21050 - Material Handling Laborer 18.49

21071 - Order Filler 17.92

21080 - Production Line Worker (Food Processing) 20.00

21110 - Shipping Packer 19.97

21130 - Shipping/Receiving Clerk 19.97

21140 - Store Worker I 16.41

21150 - Stock Clerk 20.60

21210 - Tools And Parts Attendant 20.00

21410 - Warehouse Specialist 20.00

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 31.87

23019 - Aircraft Logs and Records Technician 25.75

23021 - Aircraft Mechanic I 30.38

23022 - Aircraft Mechanic II 31.87

23023 - Aircraft Mechanic III 33.38

23040 - Aircraft Mechanic Helper 22.29

23050 - Aircraft, Painter 28.81

23060 - Aircraft Servicer 25.75

23070 - Aircraft Survival Flight Equipment Technician 28.81

23080 - Aircraft Worker 27.33

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.33

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.38

23110 - Appliance Mechanic 28.81

23120 - Bicycle Repairer 24.01

23125 - Cable Splicer 30.52

23130 - Carpenter, Maintenance 27.89

23140 - Carpet Layer 27.33

23160 - Electrician, Maintenance 33.95

23181 - Electronics Technician Maintenance I 27.33

23182 - Electronics Technician Maintenance II 28.81

23183 - Electronics Technician Maintenance III 30.38

23260 - Fabric Worker 25.75

23290 - Fire Alarm System Mechanic 30.38

23310 - Fire Extinguisher Repairer 24.01

23311 - Fuel Distribution System Mechanic 30.93

23312 - Fuel Distribution System Operator 25.56

23370 - General Maintenance Worker 22.61

23380 - Ground Support Equipment Mechanic 30.38

23381 - Ground Support Equipment Servicer 25.75

23382 - Ground Support Equipment Worker 27.33

23391 - Gunsmith I 24.01

23392 - Gunsmith II 27.33

23393 - Gunsmith III 30.38

23410 - Heating, Ventilation And Air-Conditioning Mechanic 27.01

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 28.33

23430 - Heavy Equipment Mechanic 30.38

23440 - Heavy Equipment Operator 32.45

23460 - Instrument Mechanic 30.38

23465 - Laboratory/Shelter Mechanic 28.81
23470 - Laborer 18.49
23510 - Locksmith 28.81
23530 - Machinery Maintenance Mechanic 31.82
23550 - Machinist, Maintenance 25.34
23580 - Maintenance Trades Helper 22.29
23591 - Metrology Technician I 30.38
23592 - Metrology Technician II 31.87
23593 - Metrology Technician III 33.38
23640 - Millwright 30.38
23710 - Office Appliance Repairer 28.81
23760 - Painter, Maintenance 25.23
23790 - Pipefitter, Maintenance 38.23
23810 - Plumber, Maintenance 34.97
23820 - Pneudraulic Systems Mechanic 30.38
23850 - Rigger 30.38
23870 - Scale Mechanic 27.33
23890 - Sheet-Metal Worker, Maintenance 33.57
23910 - Small Engine Mechanic 27.33
23931 - Telecommunications Mechanic I 39.78
23932 - Telecommunications Mechanic II 41.72
23950 - Telephone Lineman 30.38
23960 - Welder, Combination, Maintenance 22.00
23965 - Well Driller 30.38
23970 - Woodcraft Worker 30.38
23980 - Woodworker 24.01
24000 - Personal Needs Occupations
24550 - Case Manager 20.35
24570 - Child Care Attendant 15.95
24580 - Child Care Center Clerk 19.88
24610 - Chore Aide 17.20
24620 - Family Readiness And Support Services Coordinator 20.35
24630 - Homemaker 20.35
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 35.82
25040 - Sewage Plant Operator 33.97
25070 - Stationary Engineer 35.82
25190 - Ventilation Equipment Tender 26.28
25210 - Water Treatment Plant Operator 33.97
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.53
27007 - Baggage Inspector 18.35

27008 - Corrections Officer 35.60
27010 - Court Security Officer 28.93
27030 - Detection Dog Handler 20.53
27040 - Detention Officer 35.60
27070 - Firefighter 34.32
27101 - Guard I 18.35
27102 - Guard II 20.53
27131 - Police Officer I 36.45
27132 - Police Officer II 40.51

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.52
28042 - Carnival Equipment Repairer 14.53
28043 - Carnival Worker 10.88
28210 - Gate Attendant/Gate Tender 19.79
28310 - Lifeguard 17.63
28350 - Park Attendant (Aide) 22.13
28510 - Recreation Aide/Health Facility Attendant 16.16
28515 - Recreation Specialist 27.42
28630 - Sports Official 17.63
28690 - Swimming Pool Operator 20.48

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.33
29020 - Hatch Tender 27.33
29030 - Line Handler 27.33
29041 - Stevedore I 25.75
29042 - Stevedore II 28.81

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 18.28
30022 - Archeological Technician II 20.45
30023 - Archeological Technician III 25.33
30030 - Cartographic Technician 25.33
30040 - Civil Engineering Technician 25.33
30051 - Cryogenic Technician I 28.05
30052 - Cryogenic Technician II 30.99
30061 - Drafter/CAD Operator I 18.28
30062 - Drafter/CAD Operator II 20.45
30063 - Drafter/CAD Operator III 22.80
30064 - Drafter/CAD Operator IV 28.05
30081 - Engineering Technician I 16.29
30082 - Engineering Technician II 18.28

30083 - Engineering Technician III 20.45
30084 - Engineering Technician IV 25.33
30085 - Engineering Technician V 30.99
30086 - Engineering Technician VI 37.49
30090 - Environmental Technician 25.33
30095 - Evidence Control Specialist 25.33
30210 - Laboratory Technician 22.80
30221 - Latent Fingerprint Technician I 28.05
30222 - Latent Fingerprint Technician II 30.99
30240 - Mathematical Technician 25.33
30361 - Paralegal/Legal Assistant I 21.95
30362 - Paralegal/Legal Assistant II 27.20
30363 - Paralegal/Legal Assistant III 33.28
30364 - Paralegal/Legal Assistant IV 40.25
30375 - Petroleum Supply Specialist 30.99
30390 - Photo-Optics Technician 25.33
30395 - Radiation Control Technician 30.99
30461 - Technical Writer I 25.33
30462 - Technical Writer II 30.99
30463 - Technical Writer III 37.49
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 28.05
30502 - Weather Forecaster II 34.13
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 22.80
30621 - Weather Observer, Senior (see 2) 25.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 16.67
31030 - Bus Driver 22.12
31043 - Driver Courier 19.14
31260 - Parking and Lot Attendant 15.42
31290 - Shuttle Bus Driver 16.08
31310 - Taxi Driver 16.10
31361 - Truckdriver, Light 20.62
31362 - Truckdriver, Medium 22.12
31363 - Truckdriver, Heavy 25.87
31364 - Truckdriver, Tractor-Trailer 25.87
99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist	17.27
99030 - Cashier	15.08
99050 - Desk Clerk	17.26
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	22.00
99252 - Laboratory Animal Caretaker II	23.70
99260 - Marketing Analyst	29.49
99310 - Mortician	29.28
99410 - Pest Controller	25.42
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	19.16
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	17.72
99810 - Sales Clerk	15.94
99820 - School Crossing Guard	17.17
99830 - Survey Party Chief	22.47
99831 - Surveying Aide	14.13
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	22.00
99841 - Vending Machine Repairer	26.98
99842 - Vending Machine Repairer Helper	22.00

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, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.
** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
| JN 3/4/2026
|
| Wage Determination No.: 2015-4163
Daniel W. Simms Division of | Revision No.: 31
Director Wage Determinations | Date Of Last Revision: 12/03/2025
|

State: New York

Area: New York Counties of Madison, Onondaga, Oswego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.50
01013 - Accounting Clerk III		24.05
01020 - Administrative Assistant		37.17
01035 - Court Reporter		23.17
01041 - Customer Service Representative I		17.61
01042 - Customer Service Representative II		19.22
01043 - Customer Service Representative III		21.57
01051 - Data Entry Operator I		17.79
01052 - Data Entry Operator II		19.41
01060 - Dispatcher, Motor Vehicle		23.33
01070 - Document Preparation Clerk		18.65
01090 - Duplicating Machine Operator		18.65
01111 - General Clerk I		15.49
01112 - General Clerk II		16.90
01113 - General Clerk III		18.97
01120 - Housing Referral Assistant		23.49
01141 - Messenger Courier		17.54
01191 - Order Clerk I		19.14
01192 - Order Clerk II		20.88
01261 - Personnel Assistant (Employment) I		19.11
01262 - Personnel Assistant (Employment) II		21.37
01263 - Personnel Assistant (Employment) III		23.82
01270 - Production Control Clerk		26.24
01290 - Rental Clerk		19.92
01300 - Scheduler, Maintenance		18.82
01311 - Secretary I		18.82
01312 - Secretary II		21.06
01313 - Secretary III		23.49
01320 - Service Order Dispatcher		20.86
01410 - Supply Technician		37.17
01420 - Survey Worker		20.38
01460 - Switchboard Operator/Receptionist		17.79
01531 - Travel Clerk I		17.81

01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 22.22
01611 - Word Processor I 16.80
01612 - Word Processor II 18.85
01613 - Word Processor III 21.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 26.04
05010 - Automotive Electrician 22.11
05040 - Automotive Glass Installer 21.10
05070 - Automotive Worker 21.10
05110 - Mobile Equipment Servicer 18.86
05130 - Motor Equipment Metal Mechanic 23.15
05160 - Motor Equipment Metal Worker 21.10
05190 - Motor Vehicle Mechanic 23.15
05220 - Motor Vehicle Mechanic Helper 17.54
05250 - Motor Vehicle Upholstery Worker 19.85
05280 - Motor Vehicle Wrecker 21.10
05310 - Painter, Automotive 22.11
05340 - Radiator Repair Specialist 21.10
05370 - Tire Repairer 19.58
05400 - Transmission Repair Specialist 23.15
07000 - Food Preparation And Service Occupations
07010 - Baker 18.29
07041 - Cook I 18.80
07042 - Cook II 21.10
07070 - Dishwasher 15.71
07130 - Food Service Worker 16.51
07210 - Meat Cutter 20.35
07260 - Waiter/Waitress 19.68
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.41
09040 - Furniture Handler 15.60
09080 - Furniture Refinisher 22.12
09090 - Furniture Refinisher Helper 18.35
09110 - Furniture Repairer, Minor 20.52
09130 - Upholsterer 23.31
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 16.67
11060 - Elevator Operator 17.69
11090 - Gardener 24.15
11122 - Housekeeping Aide 17.69
11150 - Janitor 17.69
11210 - Laborer, Grounds Maintenance 19.09

11240 - Maid or Houseman 16.21
11260 - Pruner 17.78
11270 - Tractor Operator 22.46
11330 - Trail Maintenance Worker 19.09
11360 - Window Cleaner 19.46
12000 - Health Occupations
12010 - Ambulance Driver 19.61
12011 - Breath Alcohol Technician 25.01
12012 - Certified Occupational Therapist Assistant 27.37
12015 - Certified Physical Therapist Assistant 28.25
12020 - Dental Assistant 22.51
12025 - Dental Hygienist 40.90
12030 - EKG Technician 43.70
12035 - Electroneurodiagnostic Technologist 43.70
12040 - Emergency Medical Technician 19.61
12071 - Licensed Practical Nurse I 22.36
12072 - Licensed Practical Nurse II 25.01
12073 - Licensed Practical Nurse III 27.87
12100 - Medical Assistant 19.68
12130 - Medical Laboratory Technician 37.70
12160 - Medical Record Clerk 21.75
12190 - Medical Record Technician 24.33
12195 - Medical Transcriptionist 20.97
12210 - Nuclear Medicine Technologist 54.95
12221 - Nursing Assistant I 14.40
12222 - Nursing Assistant II 16.20
12223 - Nursing Assistant III 17.69
12224 - Nursing Assistant IV 19.84
12235 - Optical Dispenser 30.00
12236 - Optical Technician 18.19
12250 - Pharmacy Technician 18.61
12280 - Phlebotomist 20.95
12305 - Radiologic Technologist 40.24
12311 - Registered Nurse I 27.26
12312 - Registered Nurse II 33.34
12313 - Registered Nurse II, Specialist 33.34
12314 - Registered Nurse III 40.34
12315 - Registered Nurse III, Anesthetist 40.34
12316 - Registered Nurse IV 48.37
12317 - Scheduler (Drug and Alcohol Testing) 30.98
12320 - Substance Abuse Treatment Counselor 30.37
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 24.81

13012 - Exhibits Specialist II 30.72
13013 - Exhibits Specialist III 37.58
13041 - Illustrator I 24.81
13042 - Illustrator II 30.72
13043 - Illustrator III 37.58
13047 - Librarian 34.03
13050 - Library Aide/Clerk 16.36
13054 - Library Information Technology Systems Administrator 30.72
13058 - Library Technician 19.97
13061 - Media Specialist I 22.18
13062 - Media Specialist II 24.81
13063 - Media Specialist III 27.64
13071 - Photographer I 20.57
13072 - Photographer II 23.01
13073 - Photographer III 28.51
13074 - Photographer IV 34.88
13075 - Photographer V 42.19
13090 - Technical Order Library Clerk 20.54
13110 - Video Teleconference Technician 26.27
14000 - Information Technology Occupations
14041 - Computer Operator I 21.18
14042 - Computer Operator II 23.69
14043 - Computer Operator III 26.40
14044 - Computer Operator IV 29.68
14045 - Computer Operator V 32.87
14071 - Computer Programmer I (see 1) 25.63
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 21.18
14160 - Personal Computer Support Technician 29.68
14170 - System Support Specialist 32.87
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.91
15020 - Aircrew Training Devices Instructor (Rated) 42.24
15030 - Air Crew Training Devices Instructor (Pilot) 50.62
15050 - Computer Based Training Specialist / Instructor 34.91
15060 - Educational Technologist 38.43
15070 - Flight Instructor (Pilot) 50.62

15080 - Graphic Artist 26.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.62
15086 - Maintenance Test Pilot, Rotary Wing 50.62
15088 - Non-Maintenance Test/Co-Pilot 50.62
15090 - Technical Instructor 26.54
15095 - Technical Instructor/Course Developer 32.46
15110 - Test Proctor 21.42
15120 - Tutor 21.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 17.23
16030 - Counter Attendant 17.23
16040 - Dry Cleaner 19.69
16070 - Finisher, Flatwork, Machine 17.23
16090 - Presser, Hand 17.23
16110 - Presser, Machine, Drycleaning 17.23
16130 - Presser, Machine, Shirts 17.23
16160 - Presser, Machine, Wearing Apparel, Laundry 17.23
16190 - Sewing Machine Operator 20.51
16220 - Tailor 21.33
16250 - Washer, Machine 18.05
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.94
19040 - Tool And Die Maker 33.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.08
21030 - Material Coordinator 26.24
21040 - Material Expediter 26.24
21050 - Material Handling Laborer 20.89
21071 - Order Filler 18.52
21080 - Production Line Worker (Food Processing) 22.(8
21110 - Shipping Packer 21.00
21130 - Shipping/Receiving Clerk 21.00
21140 - Store Worker I 16.88
21150 - Stock Clerk 22.42
21210 - Tools And Parts Attendant 22.08
21410 - Warehouse Specialist 22.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.22
23019 - Aircraft Logs and Records Technician 32.25
23021 - Aircraft Mechanic I 37.75
23022 - Aircraft Mechanic II 39.22
23023 - Aircraft Mechanic III 40.58
23040 - Aircraft Mechanic Helper 28.39

23050 - Aircraft, Painter 36.06
23060 - Aircraft Servicer 32.25
23070 - Aircraft Survival Flight Equipment Technician 36.06
23080 - Aircraft Worker 34.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 37.75
23110 - Appliance Mechanic 21.34
23120 - Bicycle Repairer 27.72
23125 - Cable Splicer 52.07
23130 - Carpenter, Maintenance 28.73
23140 - Carpet Layer 31.12
23160 - Electrician, Maintenance 38.27
23181 - Electronics Technician Maintenance I 36.90
23182 - Electronics Technician Maintenance II 38.83
23183 - Electronics Technician Maintenance III 40.65
23260 - Fabric Worker 29.28
23290 - Fire Alarm System Mechanic 29.02
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 41.08
23312 - Fuel Distribution System Operator 33.25
23370 - General Maintenance Worker 24.03
23380 - Ground Support Equipment Mechanic 37.75
23381 - Ground Support Equipment Servicer 32.25
23382 - Ground Support Equipment Worker 34.27
23391 - Gunsmith I 27.72
23392 - Gunsmith II 31.12
23393 - Gunsmith III 34.28
23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.59
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.74
23430 - Heavy Equipment Mechanic 30.56
23440 - Heavy Equipment Operator 30.17
23460 - Instrument Mechanic 32.60
23465 - Laboratory/Shelter Mechanic 32.74
23470 - Laborer 20.89
23510 - Locksmith 31.17
23530 - Machinery Maintenance Mechanic 34.45
23550 - Machinist, Maintenance 26.69
23580 - Maintenance Trades Helper 21.24
23591 - Metrology Technician I 32.60

23592 - Metrology Technician II 33.84
23593 - Metrology Technician III 35.00
23640 - Millwright 35.86
23710 - Office Appliance Repairer 24.30
23760 - Painter, Maintenance 23.14
23790 - Pipefitter, Maintenance 32.75
23810 - Plumber, Maintenance 31.28
23820 - Pneudraulic Systems Mechanic 34.28
23850 - Rigger 34.28
23870 - Scale Mechanic 31.12
23890 - Sheet-Metal Worker, Maintenance 29.65
23910 - Small Engine Mechanic 22.99
23931 - Telecommunications Mechanic I 39.49
23932 - Telecommunications Mechanic II 40.99
23950 - Telephone Lineman 33.72
23960 - Welder, Combination, Maintenance 25.29
23965 - Well Driller 32.60
23970 - Woodcraft Worker 34.28
23980 - Woodworker 27.72
24000 - Personal Needs Occupations
24550 - Case Manager 20.85
24570 - Child Care Attendant 15.96
24580 - Child Care Center Clerk 19.90
24610 - Chore Aide 17.55
24620 - Family Readiness And Support Services Coordinator 20.85
24630 - Homemaker 20.85
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.56
25040 - Sewage Plant Operator 28.45
25070 - Stationary Engineer 33.56
25190 - Ventilation Equipment Tender 25.26
25210 - Water Treatment Plant Operator 28.45
27000 - Protective Service Occupations
27004 - Alarm Monitor 28.09
27007 - Baggage Inspector 18.68
27008 - Corrections Officer 33.03
27010 - Court Security Officer 35.18
27030 - Detection Dog Handler 20.89
27040 - Detention Officer 33.03
27070 - Firefighter 35.29
27101 - Guard I 18.68
27102 - Guard II 20.89

27131 - Police Officer I 34.24
27132 - Police Officer II 38.04
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 19.72
28042 - Carnival Equipment Repairer 21.21
28043 - Carnival Worker 15.24
28210 - Gate Attendant/Gate Tender 20.01
28310 - Lifeguard 16.14
28350 - Park Attendant (Aide) 22.39
28510 - Recreation Aide/Health Facility Attendant 16.34
28515 - Recreation Specialist 27.73
28630 - Sports Official 17.83
28690 - Swimming Pool Operator 23.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 39.41
29020 - Hatch Tender 39.41
29030 - Line Handler 39.41
29041 - Stevedore I 37.09
29042 - Stevedore II 41.48
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 19.35
30022 - Archeological Technician II 21.64
30023 - Archeological Technician III 26.81
30030 - Cartographic Technician 26.81
30040 - Civil Engineering Technician 33.13
30051 - Cryogenic Technician I 29.69
30052 - Cryogenic Technician II 32.78
30061 - Drafter/CAD Operator I 19.35
30062 - Drafter/CAD Operator II 21.64
30063 - Drafter/CAD Operator III 24.12
30064 - Drafter/CAD Operator IV 29.69
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.22
30085 - Engineering Technician V 32.07
30086 - Engineering Technician VI 38.80
30090 - Environmental Technician 24.65
30095 - Evidence Control Specialist 26.81
30210 - Laboratory Technician 26.85

30221 - Latent Fingerprint Technician I 29.69
30222 - Latent Fingerprint Technician II 32.78
30240 - Mathematical Technician 26.81
30361 - Paralegal/Legal Assistant I 19.81
30362 - Paralegal/Legal Assistant II 24.55
30363 - Paralegal/Legal Assistant III 30.02
30364 - Paralegal/Legal Assistant IV 36.32
30375 - Petroleum Supply Specialist 32.78
30390 - Photo-Optics Technician 26.81
30395 - Radiation Control Technician 32.78
30461 - Technical Writer I 26.97
30462 - Technical Writer II 32.98
30463 - Technical Writer III 39.90
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 29.69
30502 - Weather Forecaster II 36.11
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.12
30621 - Weather Observer, Senior (see 2) 26.81
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 16.47
31030 - Bus Driver 22.00
31043 - Driver Courier 19.37
31260 - Parking and Lot Attendant 17.12
31290 - Shuttle Bus Driver 17.91
31310 - Taxi Driver 14.36
31361 - Truckdriver, Light 20.83
31362 - Truckdriver, Medium 22.00
31363 - Truckdriver, Heavy 27.93
31364 - Truckdriver, Tractor-Trailer 27.93
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27
99030 - Cashier 15.39
99050 - Desk Clerk 16.95
99095 - Embalmer 29.45
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 18.13
99252 - Laboratory Animal Caretaker II 19.50

99260 - Marketing Analyst	35.00
99310 - Mortician	29.45
99410 - Pest Controller	22.06
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	21.82
99711 - Recycling Specialist	25.66
99730 - Refuse Collector	19.83
99810 - Sales Clerk	16.50
99820 - School Crossing Guard	16.64
99830 - Survey Party Chief	29.99
99831 - Surveying Aide	18.85
99832 - Surveying Technician	25.81
99840 - Vending Machine Attendant	19.90
99841 - Vending Machine Repairer	24.02
99842 - Vending Machine Repairer Helper	19.90

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, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be

exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive

ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1),

dated September 2015, unless otherwise indicated.
** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
| JN 3/4/2026
|
| Wage Determination No.: 2015-4179
Daniel W. Simms Division of | Revision No.: 32
Director Wage Determinations | Date Of Last Revision: 12/03/2025

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Wyoming

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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	18.14
01012 - Accounting Clerk II	20.36
01013 - Accounting Clerk III	22.77
01020 - Administrative Assistant	33.52
01035 - Court Reporter	21.95
01041 - Customer Service Representative I	15.79
01042 - Customer Service Representative II	17.23
01043 - Customer Service Representative III	19.34
01051 - Data Entry Operator I	16.60
01052 - Data Entry Operator II	18.12
01060 - Dispatcher, Motor Vehicle	24.20
01070 - Document Preparation Clerk	18.71
01090 - Duplicating Machine Operator	18.71
01111 - General Clerk I	15.27
01112 - General Clerk II	16.66
01113 - General Clerk III	18.70
01120 - Housing Referral Assistant	24.46
01141 - Messenger Courier	17.45
01191 - Order Clerk I	19.18
01192 - Order Clerk II	20.93
01261 - Personnel Assistant (Employment) I	18.67
01262 - Personnel Assistant (Employment) II	20.89
01263 - Personnel Assistant (Employment) III	23.28
01270 - Production Control Clerk	24.58
01290 - Rental Clerk	18.97
01300 - Scheduler, Maintenance	19.62
01311 - Secretary I	19.62
01312 - Secretary II	21.95
01313 - Secretary III	24.46
01320 - Service Order Dispatcher	21.63
01410 - Supply Technician	33.52
01420 - Survey Worker	19.33
01460 - Switchboard Operator/Receptionist	18.18
01531 - Travel Clerk I	16.01
01532 - Travel Clerk II	16.93
01533 - Travel Clerk III	17.83
01611 - Word Processor I	16.57
01612 - Word Processor II	18.60
01613 - Word Processor III	20.81

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	24.57

05010 - Automotive Electrician 21.98
05040 - Automotive Glass Installer 21.03
05070 - Automotive Worker 21.03
05110 - Mobile Equipment Servicer 19.45
05130 - Motor Equipment Metal Mechanic 22.91
05160 - Motor Equipment Metal Worker 21.03
05190 - Motor Vehicle Mechanic 22.91
05220 - Motor Vehicle Mechanic Helper 18.03
05250 - Motor Vehicle Upholstery Worker 20.11
05280 - Motor Vehicle Wrecker 21.03
05310 - Painter, Automotive 21.98
05340 - Radiator Repair Specialist 21.03
05370 - Tire Repairer 18.78
05400 - Transmission Repair Specialist 22.91
07000 - Food Preparation And Service Occupations
07010 - Baker 18.57
07041 - Cook I 18.32
07042 - Cook II 20.52
07070 - Dishwasher 15.19
07130 - Food Service Worker 16.58
07210 - Meat Cutter 20.09
07260 - Waiter/Waitress 18.51
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.34
09040 - Furniture Handler 17.51
09080 - Furniture Refinisher 22.34
09090 - Furniture Refinisher Helper 19.23
09110 - Furniture Repairer, Minor 20.73
09130 - Upholsterer 22.34
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.43
11060 - Elevator Operator 16.95
11090 - Gardener 21.63
11122 - Housekeeping Aide 16.95
11150 - Janitor 16.95
11210 - Laborer, Grounds Maintenance 17.88
11240 - Maid or Houseman 16.48
11260 - Pruner 16.56
11270 - Tractor Operator 20.48
11330 - Trail Maintenance Worker 17.88
11360 - Window Cleaner 18.30
12000 - Health Occupations
12010 - Ambulance Driver 20.37

12011 - Breath Alcohol Technician 25.55
12012 - Certified Occupational Therapist Assistant 26.89
12015 - Certified Physical Therapist Assistant 27.01
12020 - Dental Assistant 22.28
12025 - Dental Hygienist 37.58
12030 - EKG Technician 35.21
12035 - Electroneurodiagnostic Technologist 35.21
12040 - Emergency Medical Technician 20.37
12071 - Licensed Practical Nurse I 22.86
12072 - Licensed Practical Nurse II 25.55
12073 - Licensed Practical Nurse III 28.50
12100 - Medical Assistant 18.89
12130 - Medical Laboratory Technician 36.70
12160 - Medical Record Clerk 20.53
12190 - Medical Record Technician 22.96
12195 - Medical Transcriptionist 22.86
12210 - Nuclear Medicine Technologist 56.18
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.69
12223 - Nursing Assistant III 17.12
12224 - Nursing Assistant IV 19.22
12235 - Optical Dispenser 28.22
12236 - Optical Technician 22.86
12250 - Pharmacy Technician 18.41
12280 - Phlebotomist 19.40
12305 - Radiologic Technologist 32.56
12311 - Registered Nurse I 26.90
12312 - Registered Nurse II 32.90
12313 - Registered Nurse II, Specialist 32.90
12314 - Registered Nurse III 39.81
12315 - Registered Nurse III, Anesthetist 39.81
12316 - Registered Nurse IV 47.73
12317 - Scheduler (Drug and Alcohol Testing) 31.68
12320 - Substance Abuse Treatment Counselor 25.34
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.80
13012 - Exhibits Specialist II 25.74
13013 - Exhibits Specialist III 31.38
13041 - Illustrator I 21.02
13042 - Illustrator II 26.04
13043 - Illustrator III 31.86
13047 - Librarian 28.84
13050 - Library Aide/Clerk 15.28

13054 - Library Information Technology Systems Administrator 25.72
13058 - Library Technician 16.34
13061 - Media Specialist I 18.79
13062 - Media Specialist II 21.02
13063 - Media Specialist III 23.43
13071 - Photographer I 18.34
13072 - Photographer II 20.51
13073 - Photographer III 25.42
13074 - Photographer IV 31.09
13075 - Photographer V 37.62
13090 - Technical Order Library Clerk 19.18
13110 - Video Teleconference Technician 22.42
14000 - Information Technology Occupations
14041 - Computer Operator I 19.41
14042 - Computer Operator II 21.71
14043 - Computer Operator III 24.20
14044 - Computer Operator IV 26.90
14045 - Computer Operator V 29.79
14071 - Computer Programmer I (see 1) 21.78
14072 - Computer Programmer II (see 1) 27.00
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.41
14160 - Personal Computer Support Technician 26.90
14170 - System Support Specialist 29.79
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.23
15020 - Aircrew Training Devices Instructor (Rated) 41.41
15030 - Air Crew Training Devices Instructor (Pilot) 49.63
15050 - Computer Based Training Specialist / Instructor 34.23
15060 - Educational Technologist 34.14
15070 - Flight Instructor (Pilot) 49.63
15080 - Graphic Artist 26.21
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.91
15086 - Maintenance Test Pilot, Rotary Wing 48.91
15088 - Non-Maintenance Test/Co-Pilot 48.91
15090 - Technical Instructor 23.83
15095 - Technical Instructor/Course Developer 29.13
15110 - Test Proctor 19.22

15120 - Tutor 19.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 17.28
16030 - Counter Attendant 17.28
16040 - Dry Cleaner 19.74
16070 - Finisher, Flatwork, Machine 17.28
16090 - Presser, Hand 17.28
16110 - Presser, Machine, Drycleaning 17.28
16130 - Presser, Machine, Shirts 17.28
16160 - Presser, Machine, Wearing Apparel, Laundry 17.28
16190 - Sewing Machine Operator 20.56
16220 - Tailor 21.38
16250 - Washer, Machine 18.10
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.65
19040 - Tool And Die Maker 28.92
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 25.99
21030 - Material Coordinator 24.58
21040 - Material Expediter 24.58
21050 - Material Handling Laborer 18.41
21071 - Order Filler 18.71
21080 - Production Line Worker (Food Processing) 25.99
21110 - Shipping Packer 22.13
21130 - Shipping/Receiving Clerk 22.13
21140 - Store Worker I 18.56
21150 - Stock Clerk 23.32
21210 - Tools And Parts Attendant 25.99
21410 - Warehouse Specialist 25.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.93
23019 - Aircraft Logs and Records Technician 28.27
23021 - Aircraft Mechanic I 32.56
23022 - Aircraft Mechanic II 33.93
23023 - Aircraft Mechanic III 35.22
23040 - Aircraft Mechanic Helper 25.05
23050 - Aircraft, Painter 31.15
23060 - Aircraft Servicer 28.27
23070 - Aircraft Survival Flight Equipment Technician 31.15
23080 - Aircraft Worker 29.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.56

II

23110 - Appliance Mechanic 29.68

23120 - Bicycle Repairer 26.56

23125 - Cable Splicer 50.16

23130 - Carpenter, Maintenance 26.07

23140 - Carpet Layer 29.75

23160 - Electrician, Maintenance 33.99

23181 - Electronics Technician Maintenance I 29.75

23182 - Electronics Technician Maintenance II 31.15

23183 - Electronics Technician Maintenance III 32.56

23260 - Fabric Worker 28.27

23290 - Fire Alarm System Mechanic 29.56

23310 - Fire Extinguisher Repairer 26.56

23311 - Fuel Distribution System Mechanic 44.03

23312 - Fuel Distribution System Operator 35.92

23370 - General Maintenance Worker 22.88

23380 - Ground Support Equipment Mechanic 32.56

23381 - Ground Support Equipment Servicer 28.27

23382 - Ground Support Equipment Worker 29.75

23391 - Gunsmith I 26.56

23392 - Gunsmith II 29.75

23393 - Gunsmith III 32.56

23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.24

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.47

23430 - Heavy Equipment Mechanic 28.82

23440 - Heavy Equipment Operator 28.22

23460 - Instrument Mechanic 32.56

23465 - Laboratory/Shelter Mechanic 31.15

23470 - Laborer 18.41

23510 - Locksmith 31.15

23530 - Machinery Maintenance Mechanic 32.46

23550 - Machinist, Maintenance 28.68

23580 - Maintenance Trades Helper 21.91

23591 - Metrology Technician I 32.56

23592 - Metrology Technician II 33.93

23593 - Metrology Technician III 35.22

23640 - Millwright 32.96

23710 - Office Appliance Repairer 23.25

23760 - Painter, Maintenance 25.69

23790 - Pipefitter, Maintenance 31.14

23810 - Plumber, Maintenance 29.79

23820 - Pneudraulic Systems Mechanic 32.56
23850 - Rigger 32.56
23870 - Scale Mechanic 29.75
23890 - Sheet-Metal Worker, Maintenance 25.74
23910 - Small Engine Mechanic 23.80
23931 - Telecommunications Mechanic I 35.33
23932 - Telecommunications Mechanic II 36.81
23950 - Telephone Lineman 35.68
23960 - Welder, Combination, Maintenance 26.09
23965 - Well Driller 32.56
23970 - Woodcraft Worker 32.56
23980 - Woodworker 26.56
24000 - Personal Needs Occupations
24550 - Case Manager 19.91
24570 - Child Care Attendant 15.69
24580 - Child Care Center Clerk 19.56
24610 - Chore Aide 17.66
24620 - Family Readiness And Support Services Coordinator 19.91
24630 - Homemaker 19.91
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.02
25040 - Sewage Plant Operator 29.28
25070 - Stationary Engineer 32.02
25190 - Ventilation Equipment Tender 24.63
25210 - Water Treatment Plant Operator 29.28
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.84
27007 - Baggage Inspector 18.37
27008 - Corrections Officer 33.03
27010 - Court Security Officer 32.27
27030 - Detection Dog Handler 20.55
27040 - Detention Officer 33.03
27070 - Firefighter 31.50
27101 - Guard I 18.37
27102 - Guard II 20.55
27131 - Police Officer I 32.41
27132 - Police Officer II 36.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.69
28042 - Carnival Equipment Repairer 19.82
28043 - Carnival Worker 15.10
28210 - Gate Attendant/Gate Tender 19.83

28310 - Lifeguard 15.47
28350 - Park Attendant (Aide) 22.18
28510 - Recreation Aide/Health Facility Attendant 16.19
28515 - Recreation Specialist 27.48
28630 - Sports Official 17.67
28690 - Swimming Pool Operator 22.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.80
29020 - Hatch Tender 28.80
29030 - Line Handler 28.80
29041 - Stevedore I 27.43
29042 - Stevedore II 30.04
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 48.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 33.22
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 36.58
30021 - Archeological Technician I 20.52
30022 - Archeological Technician II 22.95
30023 - Archeological Technician III 27.02
30030 - Cartographic Technician 27.02
30040 - Civil Engineering Technician 32.62
30051 - Cryogenic Technician I 29.93
30052 - Cryogenic Technician II 33.05
30061 - Drafter/CAD Operator I 20.52
30062 - Drafter/CAD Operator II 22.95
30063 - Drafter/CAD Operator III 24.31
30064 - Drafter/CAD Operator IV 29.93
30081 - Engineering Technician I 19.15
30082 - Engineering Technician II 21.49
30083 - Engineering Technician III 24.04
30084 - Engineering Technician IV 29.79
30085 - Engineering Technician V 36.44
30086 - Engineering Technician VI 38.96
30090 - Environmental Technician 28.79
30095 - Evidence Control Specialist 27.02
30210 - Laboratory Technician 27.43
30221 - Latent Fingerprint Technician I 29.93
30222 - Latent Fingerprint Technician II 33.05
30240 - Mathematical Technician 27.02
30361 - Paralegal/Legal Assistant I 22.02
30362 - Paralegal/Legal Assistant II 27.28
30363 - Paralegal/Legal Assistant III 33.37
30364 - Paralegal/Legal Assistant IV 40.37

30375 - Petroleum Supply Specialist 33.05
30390 - Photo-Optics Technician 27.02
30395 - Radiation Control Technician 33.05
30461 - Technical Writer I 27.02
30462 - Technical Writer II 33.05
30463 - Technical Writer III 39.99
30491 - Unexploded Ordnance (UXO) Technician I 30.62
30492 - Unexploded Ordnance (UXO) Technician II 37.05
30493 - Unexploded Ordnance (UXO) Technician III 44.40
30494 - Unexploded (UXO) Safety Escort 30.62
30495 - Unexploded (UXO) Sweep Personnel 30.62
30501 - Weather Forecaster I 29.93
30502 - Weather Forecaster II 36.40
30620 - Weather Observer, Combined Upper Air Or (see 2) 24.31
Surface Programs
30621 - Weather Observer, Senior (see 2) 27.02
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.05
31020 - Bus Aide 15.94
31030 - Bus Driver 20.44
31043 - Driver Courier 18.35
31260 - Parking and Lot Attendant 16.16
31290 - Shuttle Bus Driver 17.39
31310 - Taxi Driver 14.71
31361 - Truckdriver, Light 19.46
31362 - Truckdriver, Medium 20.71
31363 - Truckdriver, Heavy 26.86
31364 - Truckdriver, Tractor-Trailer 26.86
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.06
99030 - Cashier 15.53
99050 - Desk Clerk 16.83
99095 - Embalmer 33.78
99130 - Flight Follower 30.62
99251 - Laboratory Animal Caretaker I 18.24
99252 - Laboratory Animal Caretaker II 19.34
99260 - Marketing Analyst 34.06
99310 - Mortician 33.78
99410 - Pest Controller 23.70
99510 - Photofinishing Worker 16.09
99710 - Recycling Laborer 20.20
99711 - Recycling Specialist 23.14
99730 - Refuse Collector 18.71

99810 - Sales Clerk	16.68
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	28.67
99831 - Surveying Aide	14.80
99832 - Surveying Technician	23.27
99840 - Vending Machine Attendant	19.88
99841 - Vending Machine Repairer	23.61
99842 - Vending Machine Repairer Helper	19.88

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month
HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per

week, or $882.27 per month*
*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.
** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
| JN 3/4/2026
|
| Wage Determination No.: 2015-4145
Daniel W. Simms Division of | Revision No.: 31
Director Wage Determinations | Date Of Last Revision: 12/03/2025

State: New York

Area: New York Counties of Broome, Tioga

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.04
01012 - Accounting Clerk II		20.25
01013 - Accounting Clerk III		22.65
01020 - Administrative Assistant		33.18
01035 - Court Reporter		20.97

01041 - Customer Service Representative I 16.77
01042 - Customer Service Representative II 18.30
01043 - Customer Service Representative III 20.54
01051 - Data Entry Operator I 16.39
01052 - Data Entry Operator II 17.89
01060 - Dispatcher, Motor Vehicle 21.82
01070 - Document Preparation Clerk 18.95
01090 - Duplicating Machine Operator 18.95
01111 - General Clerk I 15.55
01112 - General Clerk II 16.97
01113 - General Clerk III 19.05
01120 - Housing Referral Assistant 23.39
01141 - Messenger Courier 17.18
01191 - Order Clerk I 20.57
01192 - Order Clerk II 22.45
01261 - Personnel Assistant (Employment) I 20.38
01262 - Personnel Assistant (Employment) II 22.80
01263 - Personnel Assistant (Employment) III 25.41
01270 - Production Control Clerk 23.93
01290 - Rental Clerk 18.18
01300 - Scheduler, Maintenance 18.75
01311 - Secretary I 18.75
01312 - Secretary II 20.97
01313 - Secretary III 23.39
01320 - Service Order Dispatcher 19.51
01410 - Supply Technician 33.18
01420 - Survey Worker 18.12
01460 - Switchboard Operator/Receptionist 17.62
01531 - Travel Clerk I 15.50
01532 - Travel Clerk II 16.69
01533 - Travel Clerk III 17.91
01611 - Word Processor I 16.26
01612 - Word Processor II 18.25
01613 - Word Processor III 20.41
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.28
05010 - Automotive Electrician 21.94
05040 - Automotive Glass Installer 20.85
05070 - Automotive Worker 20.85
05110 - Mobile Equipment Servicer 18.58
05130 - Motor Equipment Metal Mechanic 22.97
05160 - Motor Equipment Metal Worker 20.85
05190 - Motor Vehicle Mechanic 22.97

05220 - Motor Vehicle Mechanic Helper 17.27
05250 - Motor Vehicle Upholstery Worker 19.62
05280 - Motor Vehicle Wrecker 20.85
05310 - Painter, Automotive 21.94
05340 - Radiator Repair Specialist 20.85
05370 - Tire Repairer 18.58
05400 - Transmission Repair Specialist 22.97
07000 - Food Preparation And Service Occupations
07010 - Baker 17.80
07041 - Cook I 18.94
07042 - Cook II 21.26
07070 - Dishwasher 15.00
07130 - Food Service Worker 16.45
07210 - Meat Cutter 19.12
07260 - Waiter/Waitress 19.47
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.12
09040 - Furniture Handler 17.64
09080 - Furniture Refinisher 24.33
09090 - Furniture Refinisher Helper 20.76
09110 - Furniture Repairer, Minor 22.57
09130 - Upholsterer 26.28
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.55
11060 - Elevator Operator 16.68
11090 - Gardener 22.70
11122 - Housekeeping Aide 16.68
11150 - Janitor 16.68
11210 - Laborer, Grounds Maintenance 17.95
11240 - Maid or Houseman 16.78
11260 - Pruner 17.78
11270 - Tractor Operator 21.11
11330 - Trail Maintenance Worker 17.95
11360 - Window Cleaner 18.35
12000 - Health Occupations
12010 - Ambulance Driver 21.38
12011 - Breath Alcohol Technician 24.75
12012 - Certified Occupational Therapist Assistant 33.95
12015 - Certified Physical Therapist Assistant 28.21
12020 - Dental Assistant 20.24
12025 - Dental Hygienist 36.42
12030 - EKG Technician 38.02
12035 - Electroneurodiagnostic Technologist 38.02

12040 - Emergency Medical Technician 21.38
12071 - Licensed Practical Nurse I 22.12
12072 - Licensed Practical Nurse II 24.75
12073 - Licensed Practical Nurse III 27.58
12100 - Medical Assistant 19.01
12130 - Medical Laboratory Technician 28.07
12160 - Medical Record Clerk 20.79
12190 - Medical Record Technician 23.26
12195 - Medical Transcriptionist 22.46
12210 - Nuclear Medicine Technologist 54.38
12221 - Nursing Assistant I 13.66
12222 - Nursing Assistant II 15.37
12223 - Nursing Assistant III 16.78
12224 - Nursing Assistant IV 18.83
12235 - Optical Dispenser 28.52
12236 - Optical Technician 22.12
12250 - Pharmacy Technician 18.74
12280 - Phlebotomist 19.43
12305 - Radiologic Technologist 36.07
12311 - Registered Nurse I 27.51
12312 - Registered Nurse II 33.65
12313 - Registered Nurse II, Specialist 33.65
12314 - Registered Nurse III 40.71
12315 - Registered Nurse III, Anesthetist 40.71
12316 - Registered Nurse IV 48.79
12317 - Scheduler (Drug and Alcohol Testing) 30.65
12320 - Substance Abuse Treatment Counselor 26.83
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 26.19
13012 - Exhibits Specialist II 32.44
13013 - Exhibits Specialist III 39.67
13041 - Illustrator I 26.19
13042 - Illustrator II 32.44
13043 - Illustrator III 39.67
13047 - Librarian 35.93
13050 - Library Aide/Clerk 16.45
13054 - Library Information Technology Systems Administrator 32.44
13058 - Library Technician 21.08
13061 - Media Specialist I 23.41
13062 - Media Specialist II 26.19
13063 - Media Specialist III 29.19
13071 - Photographer I 19.69

13072 - Photographer II 22.03
13073 - Photographer III 27.30
13074 - Photographer IV 33.40
13075 - Photographer V 40.40
13090 - Technical Order Library Clerk 20.65
13110 - Video Teleconference Technician 23.41
14000 - Information Technology Occupations
14041 - Computer Operator I 16.41
14042 - Computer Operator II 18.36
14043 - Computer Operator III 20.46
14044 - Computer Operator IV 23.63
14045 - Computer Operator V 27.62
14071 - Computer Programmer I (see 1) 23.44
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
14103 - Computer Systems Analyst III
14150 - Peripheral Equipment Operator 16.41
14160 - Personal Computer Support Technician 24.05
14170 - System Support Specialist 29.85
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.92
15020 - Aircrew Training Devices Instructor (Rated) 41.04
15030 - Air Crew Training Devices Instructor (Pilot) 49.20
15050 - Computer Based Training Specialist / Instructor 33.92
15060 - Educational Technologist 32.62
15070 - Flight Instructor (Pilot) 49.20
15080 - Graphic Artist 25.32
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 49.20
15086 - Maintenance Test Pilot, Rotary Wing 49.20
15088 - Non-Maintenance Test/Co-Pilot 49.20
15090 - Technical Instructor 24.93
15095 - Technical Instructor/Course Developer 30.48
15110 - Test Proctor 20.11
15120 - Tutor 20.11
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 17.23
16030 - Counter Attendant 17.23
16040 - Dry Cleaner 19.69
16070 - Finisher, Flatwork, Machine 17.23
16090 - Presser, Hand 17.23

16110 - Presser, Machine, Drycleaning 17.23
16130 - Presser, Machine, Shirts 17.23
16160 - Presser, Machine, Wearing Apparel, Laundry 17.23
16190 - Sewing Machine Operator 20.51
16220 - Tailor 21.33
16250 - Washer, Machine 18.05
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.79
19040 - Tool And Die Maker 31.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.47
21030 - Material Coordinator 23.93
21040 - Material Expediter 23.93
21050 - Material Handling Laborer 18.13
21071 - Order Filler 18.40
21080 - Production Line Worker (Food Processing) 22.47
21110 - Shipping Packer 20.04
21130 - Shipping/Receiving Clerk 20.04
21140 - Store Worker I 16.88
21150 - Stock Clerk 22.42
21210 - Tools And Parts Attendant 22.47
21410 - Warehouse Specialist 22.47
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.65
23019 - Aircraft Logs and Records Technician 27.66
23021 - Aircraft Mechanic I 32.38
23022 - Aircraft Mechanic II 33.65
23023 - Aircraft Mechanic III 34.81
23040 - Aircraft Mechanic Helper 24.35
23050 - Aircraft, Painter 30.93
23060 - Aircraft Servicer 27.66
23070 - Aircraft Survival Flight Equipment Technician 30.93
23080 - Aircraft Worker 29.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.38
23110 - Appliance Mechanic 30.93
23120 - Bicycle Repairer 26.19
23125 - Cable Splicer 53.98
23130 - Carpenter, Maintenance 29.27
23140 - Carpet Layer 29.40
23160 - Electrician, Maintenance 37.73

23181 - Electronics Technician Maintenance I 32.10
23182 - Electronics Technician Maintenance II 33.77
23183 - Electronics Technician Maintenance III 35.33
23260 - Fabric Worker 27.66
23290 - Fire Alarm System Mechanic 26.94
23310 - Fire Extinguisher Repairer 26.19
23311 - Fuel Distribution System Mechanic 40.95
23312 - Fuel Distribution System Operator 33.11
23370 - General Maintenance Worker 22.49
23380 - Ground Support Equipment Mechanic 32.38
23381 - Ground Support Equipment Servicer 27.66
23382 - Ground Support Equipment Worker 29.40
23391 - Gunsmith I 26.19
23392 - Gunsmith II 29.40
23393 - Gunsmith III 32.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.20
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.34
23430 - Heavy Equipment Mechanic 29.62
23440 - Heavy Equipment Operator 35.45
23460 - Instrument Mechanic 32.38
23465 - Laboratory/Shelter Mechanic 30.93
23470 - Laborer 18.13
23510 - Locksmith 30.93
23530 - Machinery Maintenance Mechanic 32.28
23550 - Machinist, Maintenance 25.23
23580 - Maintenance Trades Helper 18.69
23591 - Metrology Technician I 32.38
23592 - Metrology Technician II 33.65
23593 - Metrology Technician III 34.81
23640 - Millwright 32.38
23710 - Office Appliance Repairer 23.79
23760 - Painter, Maintenance 23.09
23790 - Pipefitter, Maintenance 34.46
23810 - Plumber, Maintenance 32.95
23820 - Pneudraulic Systems Mechanic 32.38
23850 - Rigger 32.38
23870 - Scale Mechanic 29.40
23890 - Sheet-Metal Worker, Maintenance 30.15
23910 - Small Engine Mechanic 24.30
23931 - Telecommunications Mechanic I 32.91
23932 - Telecommunications Mechanic II 34.16

23950 - Telephone Lineman 32.16
23960 - Welder, Combination, Maintenance 22.30
23965 - Well Driller 32.38
23970 - Woodcraft Worker 32.38
23980 - Woodworker 26.19
24000 - Personal Needs Occupations
24550 - Case Manager 19.32
24570 - Child Care Attendant 16.25
24580 - Child Care Center Clerk 20.26
24610 - Chore Aide 17.81
24620 - Family Readiness And Support Services Coordinator 19.32
24630 - Homemaker 19.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.52
25040 - Sewage Plant Operator 27.78
25070 - Stationary Engineer 32.52
25190 - Ventilation Equipment Tender 24.46
25210 - Water Treatment Plant Operator 27.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 27.57
27007 - Baggage Inspector 18.74
27008 - Corrections Officer 35.32
27010 - Court Security Officer 35.17
27030 - Detection Dog Handler 20.96
27040 - Detention Officer 35.32
27070 - Firefighter 35.94
27101 - Guard I 18.74
27102 - Guard II 20.96
27131 - Police Officer I 35.16
27132 - Police Officer II 39.07
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 19.41
28042 - Carnival Equipment Repairer 20.87
28043 - Carnival Worker 15.00
28210 - Gate Attendant/Gate Tender 19.83
28310 - Lifeguard 15.21
28350 - Park Attendant (Aide) 22.18
28510 - Recreation Aide/Health Facility Attendant 16.18
28515 - Recreation Specialist 27.48
28630 - Sports Official 17.66
28690 - Swimming Pool Operator 23.43
29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 29.40
29020 - Hatch Tender 29.40
29030 - Line Handler 29.40
29041 - Stevedore I 27.66
29042 - Stevedore II 30.93
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 19.82
30022 - Archeological Technician II 22.17
30023 - Archeological Technician III 27.47
30030 - Cartographic Technician 27.47
30040 - Civil Engineering Technician 30.25
30051 - Cryogenic Technician I 30.42
30052 - Cryogenic Technician II 33.59
30061 - Drafter/CAD Operator I 19.82
30062 - Drafter/CAD Operator II 22.17
30063 - Drafter/CAD Operator III 24.71
30064 - Drafter/CAD Operator IV 30.42
30081 - Engineering Technician I 17.66
30082 - Engineering Technician II 19.82
30083 - Engineering Technician III 22.17
30084 - Engineering Technician IV 27.47
30085 - Engineering Technician V 33.59
30086 - Engineering Technician VI 40.64
30090 - Environmental Technician 27.47
30095 - Evidence Control Specialist 27.47
30210 - Laboratory Technician 23.09
30221 - Latent Fingerprint Technician I 30.42
30222 - Latent Fingerprint Technician II 33.59
30240 - Mathematical Technician 27.47
30361 - Paralegal/Legal Assistant I 22.80
30362 - Paralegal/Legal Assistant II 28.24
30363 - Paralegal/Legal Assistant III 34.54
30364 - Paralegal/Legal Assistant IV 41.79
30375 - Petroleum Supply Specialist 33.59
30390 - Photo-Optics Technician 27.47
30395 - Radiation Control Technician 33.59
30461 - Technical Writer I 27.47
30462 - Technical Writer II 33.59
30463 - Technical Writer III 40.64
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 30.42
30502 - Weather Forecaster II 37.00
30620 - Weather Observer, Combined Upper Air Or (see 2) 24.71
Surface Programs
30621 - Weather Observer, Senior (see 2) 27.47
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 15.27
31030 - Bus Driver 20.41
31043 - Driver Courier 17.97
31260 - Parking and Lot Attendant 16.93
31290 - Shuttle Bus Driver 15.36
31310 - Taxi Driver 14.23
31361 - Truckdriver, Light 19.32
31362 - Truckdriver, Medium 20.41
31363 - Truckdriver, Heavy 27.04
31364 - Truckdriver, Tractor-Trailer 27.04
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27
99030 - Cashier 15.04
99050 - Desk Clerk 16.37
99095 - Embalmer 30.02
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 17.15
99252 - Laboratory Animal Caretaker II 18.44
99260 - Marketing Analyst 31.70
99310 - Mortician 30.02
99410 - Pest Controller 25.07
99510 - Photofinishing Worker 15.39
99710 - Recycling Laborer 22.14
99711 - Recycling Specialist 26.06
99730 - Refuse Collector 20.13
99810 - Sales Clerk 16.39
99820 - School Crossing Guard 15.40
99830 - Survey Party Chief 27.90
99831 - Surveying Aide 16.76
99832 - Surveying Technician 22.94
99840 - Vending Machine Attendant 23.13
99841 - Vending Machine Repairer 27.92

99842 - Vending Machine Repairer Helper 23.13

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, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
| JN 3/4/2026
|
| Wage Determination No.: 2015-4161
Daniel W. Simms Division of | Revision No.: 32
Director Wage Determinations | Date Of Last Revision: 12/03/2025

State: New York

Area: New York Counties of Livingston, Monroe, Ontario, Orleans, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.80
01012 - Accounting Clerk II		21.10
01013 - Accounting Clerk III		23.60
01020 - Administrative Assistant		34.45
01035 - Court Reporter		33.14
01041 - Customer Service Representative I		17.31
01042 - Customer Service Representative II		18.89
01043 - Customer Service Representative III		21.20
01051 - Data Entry Operator I		18.13
01052 - Data Entry Operator II		19.78
01060 - Dispatcher, Motor Vehicle		24.53

01070 - Document Preparation Clerk 18.37
01090 - Duplicating Machine Operator 18.37
01111 - General Clerk I 16.18
01112 - General Clerk II 17.66
01113 - General Clerk III 19.82
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 17.42
01191 - Order Clerk I 20.36
01192 - Order Clerk II 22.22
01261 - Personnel Assistant (Employment) I 19.63
01262 - Personnel Assistant (Employment) II 21.97
01263 - Personnel Assistant (Employment) III 24.50
01270 - Production Control Clerk 24.66
01290 - Rental Clerk 20.69
01300 - Scheduler, Maintenance 19.34
01311 - Secretary I 19.34
01312 - Secretary II 21.64
01313 - Secretary III 24.11
01320 - Service Order Dispatcher 21.93
01410 - Supply Technician 34.45
01420 - Survey Worker 21.09
01460 - Switchboard Operator/Receptionist 18.09
01531 - Travel Clerk I 17.29
01532 - Travel Clerk II 19.25
01533 - Travel Clerk III 21.53
01611 - Word Processor I 17.11
01612 - Word Processor II 19.21
01613 - Word Processor III 21.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.33
05010 - Automotive Electrician 22.40
05040 - Automotive Glass Installer 21.25
05070 - Automotive Worker 21.25
05110 - Mobile Equipment Servicer 18.67
05130 - Motor Equipment Metal Mechanic 23.62
05160 - Motor Equipment Metal Worker 21.25
05190 - Motor Vehicle Mechanic 23.62
05220 - Motor Vehicle Mechanic Helper 17.33
05250 - Motor Vehicle Upholstery Worker 20.02
05280 - Motor Vehicle Wrecker 21.25
05310 - Painter, Automotive 22.40
05340 - Radiator Repair Specialist 21.25
05370 - Tire Repairer 18.67

05400 - Transmission Repair Specialist 23.62

07000 - Food Preparation And Service Occupations

07010 - Baker 17.30

07041 - Cook I 18.88

07042 - Cook II 21.49

07070 - Dishwasher 15.27

07130 - Food Service Worker 16.47

07210 - Meat Cutter 21.29

07260 - Waiter/Waitress 20.86

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 21.19

09040 - Furniture Handler 14.25

09080 - Furniture Refinisher 21.19

09090 - Furniture Refinisher Helper 16.38

09110 - Furniture Repairer, Minor 18.83

09130 - Upholsterer 21.19

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 16.55

11060 - Elevator Operator 17.40

11090 - Gardener 22.44

11122 - Housekeeping Aide 17.40

11150 - Janitor 17.40

11210 - Laborer, Grounds Maintenance 18.14

11240 - Maid or Houseman 16.73

11260 - Pruner 16.78

11270 - Tractor Operator 20.83

11330 - Trail Maintenance Worker 18.14

11360 - Window Cleaner 18.81

12000 - Health Occupations

12010 - Ambulance Driver 19.52

12011 - Breath Alcohol Technician 25.08

12012 - Certified Occupational Therapist Assistant 29.05

12015 - Certified Physical Therapist Assistant 28.82

12020 - Dental Assistant 22.36

12025 - Dental Hygienist 40.29

12030 - EKG Technician 36.08

12035 - Electroneurodiagnostic Technologist 36.08

12040 - Emergency Medical Technician 19.52

12071 - Licensed Practical Nurse I 22.43

12072 - Licensed Practical Nurse II 25.08

12073 - Licensed Practical Nurse III 27.97

12100 - Medical Assistant 20.78

12130 - Medical Laboratory Technician 35.29

12160 - Medical Record Clerk 23.19
12190 - Medical Record Technician 25.94
12195 - Medical Transcriptionist 18.63
12210 - Nuclear Medicine Technologist 48.23
12221 - Nursing Assistant I 13.89
12222 - Nursing Assistant II 15.63
12223 - Nursing Assistant III 17.05
12224 - Nursing Assistant IV 19.14
12235 - Optical Dispenser 28.80
12236 - Optical Technician 19.11
12250 - Pharmacy Technician 18.32
12280 - Phlebotomist 21.80
12305 - Radiologic Technologist 36.54
12311 - Registered Nurse I 28.27
12312 - Registered Nurse II 34.58
12313 - Registered Nurse II, Specialist 34.58
12314 - Registered Nurse III 41.83
12315 - Registered Nurse III, Anesthetist 41.83
12316 - Registered Nurse IV 50.14
12317 - Scheduler (Drug and Alcohol Testing) 31.08
12320 - Substance Abuse Treatment Counselor 28.14
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 24.04
13012 - Exhibits Specialist II 29.80
13013 - Exhibits Specialist III 36.43
13041 - Illustrator I 22.29
13042 - Illustrator II 27.62
13043 - Illustrator III 33.79
13047 - Librarian 30.59
13050 - Library Aide/Clerk 16.28
13054 - Library Information Technology Systems Administrator 27.62
13058 - Library Technician 18.24
13061 - Media Specialist I 19.93
13062 - Media Specialist II 22.29
13063 - Media Specialist III 24.86
13071 - Photographer I 18.86
13072 - Photographer II 21.10
13073 - Photographer III 26.14
13074 - Photographer IV 31.96
13075 - Photographer V 38.67
13090 - Technical Order Library Clerk 20.44
13110 - Video Teleconference Technician 26.13

14000 - Information Technology Occupations

14041 - Computer Operator I 21.63

14042 - Computer Operator II 24.20

14043 - Computer Operator III 26.97

14044 - Computer Operator IV 29.98

14045 - Computer Operator V 33.20

14071 - Computer Programmer I (see 1) 25.29

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 21.63

14160 - Personal Computer Support Technician 29.98

14170 - System Support Specialist 33.20

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 31.64

15020 - Aircrew Training Devices Instructor (Rated) 38.26

15030 - Air Crew Training Devices Instructor (Pilot) 45.84

15050 - Computer Based Training Specialist / Instructor 32.64

15060 - Educational Technologist 36.89

15070 - Flight Instructor (Pilot) 45.84

15080 - Graphic Artist 28.99

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 44.63

15086 - Maintenance Test Pilot, Rotary Wing 44.63

15088 - Non-Maintenance Test/Co-Pilot 44.63

15090 - Technical Instructor 26.31

15095 - Technical Instructor/Course Developer 32.18

15110 - Test Proctor 21.24

15120 - Tutor 21.24

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 17.28

16030 - Counter Attendant 17.28

16040 - Dry Cleaner 19.74

16070 - Finisher, Flatwork, Machine 17.28

16090 - Presser, Hand 17.28

16110 - Presser, Machine, Drycleaning 17.28

16130 - Presser, Machine, Shirts 17.28

16160 - Presser, Machine, Wearing Apparel, Laundry 17.28

16190 - Sewing Machine Operator 20.56

16220 - Tailor 21.38

16250 - Washer, Machine 18.10

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.74
19040 - Tool And Die Maker 29.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.16
21030 - Material Coordinator 24.66
21040 - Material Expediter 24.66
21050 - Material Handling Laborer 18.49
21071 - Order Filler 17.89
21080 - Production Line Worker (Food Processing) 23.16
21110 - Shipping Packer 21.51
21130 - Shipping/Receiving Clerk 21.51
21140 - Store Worker I 16.41
21150 - Stock Clerk 20.60
21210 - Tools And Parts Attendant 23.16
21410 - Warehouse Specialist 23.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.45
23019 - Aircraft Logs and Records Technician 32.68
23021 - Aircraft Mechanic I 38.56
23022 - Aircraft Mechanic II 40.45
23023 - Aircraft Mechanic III 42.36
23040 - Aircraft Mechanic Helper 28.28
23050 - Aircraft, Painter 36.55
23060 - Aircraft Servicer 32.68
23070 - Aircraft Survival Flight Equipment Technician 36.55
23080 - Aircraft Worker 34.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.68
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.56
23110 - Appliance Mechanic 24.94
23120 - Bicycle Repairer 26.66
23125 - Cable Splicer 53.60
23130 - Carpenter, Maintenance 27.63
23140 - Carpet Layer 29.65
23160 - Electrician, Maintenance 35.93
23181 - Electronics Technician Maintenance I 28.52
23182 - Electronics Technician Maintenance II 30.06
23183 - Electronics Technician Maintenance III 31.70
23260 - Fabric Worker 28.60
23290 - Fire Alarm System Mechanic 29.17
23310 - Fire Extinguisher Repairer 26.66

23311 - Fuel Distribution System Mechanic 41.70
23312 - Fuel Distribution System Operator 32.95
23370 - General Maintenance Worker 23.36
23380 - Ground Support Equipment Mechanic 38.56
23381 - Ground Support Equipment Servicer 32.68
23382 - Ground Support Equipment Worker 34.68
23391 - Gunsmith I 26.66
23392 - Gunsmith II 30.35
23393 - Gunsmith III 33.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.06
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.48
23430 - Heavy Equipment Mechanic 29.62
23440 - Heavy Equipment Operator 32.35
23460 - Instrument Mechanic 27.35
23465 - Laboratory/Shelter Mechanic 32.00
23470 - Laborer 18.49
23510 - Locksmith 29.13
23530 - Machinery Maintenance Mechanic 30.68
23550 - Machinist, Maintenance 25.90
23580 - Maintenance Trades Helper 19.77
23591 - Metrology Technician I 27.35
23592 - Metrology Technician II 28.68
23593 - Metrology Technician III 30.04
23640 - Millwright 33.04
23710 - Office Appliance Repairer 24.65
23760 - Painter, Maintenance 23.14
23790 - Pipefitter, Maintenance 31.85
23810 - Plumber, Maintenance 30.20
23820 - Pneudraulic Systems Mechanic 33.74
23850 - Rigger 33.80
23870 - Scale Mechanic 30.35
23890 - Sheet-Metal Worker, Maintenance 31.24
23910 - Small Engine Mechanic 22.46
23931 - Telecommunications Mechanic I 33.08
23932 - Telecommunications Mechanic II 34.74
23950 - Telephone Lineman 37.68
23960 - Welder, Combination, Maintenance 24.91
23965 - Well Driller 30.31
23970 - Woodcraft Worker 33.74
23980 - Woodworker 26.66
24000 - Personal Needs Occupations

24550 - Case Manager 20.64
24570 - Child Care Attendant 16.14
24580 - Child Care Center Clerk 20.12
24610 - Chore Aide 17.32
24620 - Family Readiness And Support Services Coordinator 20.64
24630 - Homemaker 20.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.95
25040 - Sewage Plant Operator 28.43
25070 - Stationary Engineer 32.95
25190 - Ventilation Equipment Tender 24.35
25210 - Water Treatment Plant Operator 28.43
27000 - Protective Service Occupations
27004 - Alarm Monitor 29.44
27007 - Baggage Inspector 18.64
27008 - Corrections Officer 34.81
27010 - Court Security Officer 38.65
27030 - Detection Dog Handler 20.85
27040 - Detention Officer 34.81
27070 - Firefighter 42.49
27101 - Guard I 18.64
27102 - Guard II 20.85
27131 - Police Officer I 39.41
27132 - Police Officer II 43.79
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.62
28042 - Carnival Equipment Repairer 20.06
28043 - Carnival Worker 15.00
28210 - Gate Attendant/Gate Tender 20.80
28310 - Lifeguard 16.17
28350 - Park Attendant (Aide) 23.26
28510 - Recreation Aide/Health Facility Attendant 16.98
28515 - Recreation Specialist 28.82
28630 - Sports Official 18.53
28690 - Swimming Pool Operator 22.84
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 39.96
29020 - Hatch Tender 39.96
29030 - Line Handler 39.97
29041 - Stevedore I 37.80
29042 - Stevedore II 42.13
30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.40
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.99
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 35.23
30021 - Archeological Technician I 19.71
30022 - Archeological Technician II 22.05
30023 - Archeological Technician III 27.31
30030 - Cartographic Technician 27.31
30040 - Civil Engineering Technician 30.35
30051 - Cryogenic Technician I 30.25
30052 - Cryogenic Technician II 33.40
30061 - Drafter/CAD Operator I 19.71
30062 - Drafter/CAD Operator II 22.05
30063 - Drafter/CAD Operator III 24.57
30064 - Drafter/CAD Operator IV 30.25
30081 - Engineering Technician I 18.38
30082 - Engineering Technician II 20.63
30083 - Engineering Technician III 23.07
30084 - Engineering Technician IV 28.58
30085 - Engineering Technician V 34.72
30086 - Engineering Technician VI 40.94
30090 - Environmental Technician 24.21
30095 - Evidence Control Specialist 27.31
30210 - Laboratory Technician 25.76
30221 - Latent Fingerprint Technician I 30.08
30222 - Latent Fingerprint Technician II 33.23
30240 - Mathematical Technician 29.19
30361 - Paralegal/Legal Assistant I 22.81
30362 - Paralegal/Legal Assistant II 28.79
30363 - Paralegal/Legal Assistant III 35.22
30364 - Paralegal/Legal Assistant IV 42.61
30375 - Petroleum Supply Specialist 33.40
30390 - Photo-Optics Technician 27.31
30395 - Radiation Control Technician 33.40
30461 - Technical Writer I 27.16
30462 - Technical Writer II 33.23
30463 - Technical Writer III 40.20
30491 - Unexploded Ordnance (UXO) Technician I 29.49
30492 - Unexploded Ordnance (UXO) Technician II 35.68
30493 - Unexploded Ordnance (UXO) Technician III 42.76
30494 - Unexploded (UXO) Safety Escort 29.49
30495 - Unexploded (UXO) Sweep Personnel 29.49
30501 - Weather Forecaster I 30.25
30502 - Weather Forecaster II 36.79

30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.57
30621 - Weather Observer, Senior (see 2) 27.31
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.68
31020 - Bus Aide 21.26
31030 - Bus Driver 29.23
31043 - Driver Courier 18.76
31260 - Parking and Lot Attendant 17.13
31290 - Shuttle Bus Driver 17.07
31310 - Taxi Driver 16.07
31361 - Truckdriver, Light 20.21
31362 - Truckdriver, Medium 21.68
31363 - Truckdriver, Heavy 27.66
31364 - Truckdriver, Tractor-Trailer 27.66
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.39
99030 - Cashier 15.99
99050 - Desk Clerk 16.69
99095 - Embalmer 33.14
99130 - Flight Follower 29.49
99251 - Laboratory Animal Caretaker I 17.71
99252 - Laboratory Animal Caretaker II 19.08
99260 - Marketing Analyst 35.88
99310 - Mortician 33.14
99410 - Pest Controller 23.83
99510 - Photofinishing Worker 15.96
99710 - Recycling Laborer 23.52
99711 - Recycling Specialist 28.34
99730 - Refuse Collector 22.72
99810 - Sales Clerk 16.49
99820 - School Crossing Guard 17.17
99830 - Survey Party Chief 31.49
99831 - Surveying Aide 19.73
99832 - Surveying Technician 27.08
99840 - Vending Machine Attendant 19.33
99841 - Vending Machine Repairer 23.71
99842 - Vending Machine Repairer Helper 19.33

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month
HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*
*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin

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

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

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

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

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

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

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

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

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance

Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."