AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE	PAGE	OF	PAGES
J	1		28

2. AMENDMENT/MODIFICATION NUMBER	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQUISITION NUMBER	5. PROJECT NUMBER *(If applicable)*
0002	12 AUG 2026		

6. ISSUED BY	CODE	7. ADMINISTERED BY *(If other than Item 6)*	CODE
W2SD ENDIST NEW ENGLAND KO CONTRACTING DIVISION, 696 VIRGINIA ROAD CONCORD, MA 01742-2751 UNITED STATES ALICIA LACROSSE, EMAIL: ALICIA.N.LACROSSE@USACE.ARMY.MIL TELEPHONE: 978-318-8902	W912WJ	SCD: PAS:	

8. NAME AND ADDRESS OF CONTRACTOR *(Number, street, county, State and ZIP Code)*	(X)	9A. AMENDMENT OF SOLICITATION NUMBER
	☒	W912WJ26QA153
		9B. DATED *(SEE ITEM 11)* 28 JUL 2026
	☐	10A. MODIFICATION OF CONTRACT/ORDER NUMBER
		10B. DATED *(SEE ITEM 13)*
CODE / FACILITY CODE		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☒ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☒ is extended. ☐ is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning 1 copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA *(If required)*

SEE SECTION G - CONTRACT ADMINISTRATION DATA

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NUMBER AS DESCRIBED IN ITEM 14.

CHECK ONE	
☐	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: *(Specify authority)* THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NUMBER IN ITEM 10A.
☐	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES *(such as changes in paying office, appropriation data, etc.)* SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
☐	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
☐	D. OTHER *(Specify type of modification and authority)*

E. IMPORTANT: Contractor ☐ is not ☐ is required to sign this document and return _____ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (*Organized by UCF section headings, including solicitation/contract subject matter where feasible.)*

Amendment is necessary to update the wage determination with the increased health and welfare fringe benefit rate in accordance with regulations.

The solicitation closing has been extended until August 14, 2026 at 2:00 PM Eastern.

All other terms and conditions remain unchanged.

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER *(Type or print)*		16A. NAME AND TITLE OF CONTRACTING OFFICER *(Type or print)*	
		JENNIFER SAMELA	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED
(Signature of person authorized to sign)		*(Signature of Contracting Officer)*	12 AUG 2026

Previous edition unusable

STANDARD FORM 30 (REV. 11/2016)
Prescribed by GSA FAR (48 CFR) 53.243

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

SUMMARY OF CHANGES

Solicitation/Contract Form

The following changes have been made:

INFORMATION	FROM	TO
Response Due Date	12 Aug 2026	14 Aug 2026

Special Contract Requirements

Miscellaneous text in this section has been modified to:

WAGE DETERMINATIONS (REVISED):

The Wage Determination for this project can be found below:

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

|

|

|

| Wage Determination No.: 2015-4131

Daniel W. Simms Division of | Revision No.: 35

Director Wage Determinations| Date Of Last Revision: 6/25/2026

_____|_____
_____

This wage determination is applicable to the following cities and towns in

NAUGATUCK VALLEY COUNTY, CONNECTICUT: Beacon Falls, Middlebury, Naugatuck, Prospect, Waterbury, Wolcott

_____
_____

State: Connecticut

Area: Connecticut Counties of New Haven

_____
_____

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 21.49

01012 - Accounting Clerk II 24.11

01013 - Accounting Clerk III 26.97

01020 - Administrative Assistant 39.25

01035 - Court Reporter 24.26

01041 - Customer Service Representative I 18.30

01042 - Customer Service Representative II 19.96

01043 - Customer Service Representative III 22.40

01051 - Data Entry Operator I 19.32

01052 - Data Entry Operator II 21.08

01060 - Dispatcher, Motor Vehicle 25.79

01070 - Document Preparation Clerk 19.33

01090 - Duplicating Machine Operator 19.33

01111 - General Clerk I 18.29

01112 - General Clerk II 19.96

01113 - General Clerk III 22.39

01120 - Housing Referral Assistant 27.05

01141 - Messenger Courier 17.19

01191 - Order Clerk I 20.55

01192 - Order Clerk II 23.51

01261 - Personnel Assistant (Employment) I 22.37

01262 - Personnel Assistant (Employment) II 25.03

01263 - Personnel Assistant (Employment) III 27.91

01270 - Production Control Clerk 28.45

01290 - Rental Clerk 19.55

01300 - Scheduler, Maintenance 21.68

01311 - Secretary I 21.68

01312 - Secretary II 24.82

01313 - Secretary III 27.05

01320 - Service Order Dispatcher 22.41

01410 - Supply Technician 39.25

01420 - Survey Worker 23.92

01460 - Switchboard Operator/Receptionist 19.73

01531 - Travel Clerk I 20.15

01532 - Travel Clerk II 21.98

01533 - Travel Clerk III 23.90

01611 - Word Processor I 19.33

01612 - Word Processor II 21.68

01613 - Word Processor III 24.26

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 29.50

05010 - Automotive Electrician 29.52

05040 - Automotive Glass Installer 28.55

05070 - Automotive Worker 28.55

05110 - Mobile Equipment Servicer 26.80

05130 - Motor Equipment Metal Mechanic 30.34

05160 - Motor Equipment Metal Worker 28.55

05190 - Motor Vehicle Mechanic 29.68

05220 - Motor Vehicle Mechanic Helper 25.82

05250 - Motor Vehicle Upholstery Worker 27.72

05280 - Motor Vehicle Wrecker 28.55

05310 - Painter, Automotive 28.79

05340 - Radiator Repair Specialist 26.95

05370 - Tire Repairer 19.28

05400 - Transmission Repair Specialist 29.68

07000 - Food Preparation And Service Occupations

07010 - Baker 17.93

07041 - Cook I 21.21

07042 - Cook II 23.08

07070 - Dishwasher 16.57

07130 - Food Service Worker 17.59

07210 - Meat Cutter 21.00

07260 - Waiter/Waitress 17.74

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 23.34

09040 - Furniture Handler 18.11

09080 - Furniture Refinisher 23.34

09090 - Furniture Refinisher Helper 19.57

09110 - Furniture Repairer, Minor 21.51

09130 - Upholsterer 23.34

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 16.86

11060 - Elevator Operator 19.23

11090 - Gardener 25.75

11122 - Housekeeping Aide 19.23

11150 - Janitor 19.23

11210 - Laborer, Grounds Maintenance 21.55

11240 - Maid or Houseman 16.98

11260 - Pruner 19.44

11270 - Tractor Operator 24.52

11330 - Trail Maintenance Worker 21.55

11360 - Window Cleaner 21.31

12000 - Health Occupations

12010 - Ambulance Driver 26.21

12011 - Breath Alcohol Technician 30.97

12012 - Certified Occupational Therapist Assistant 35.32

12015 - Certified Physical Therapist Assistant 35.82

12020 - Dental Assistant 23.99

12025 - Dental Hygienist 48.88

12030 - EKG Technician 41.98

12035 - Electroneurodiagnostic Technologist 41.98

12040 - Emergency Medical Technician 26.21

12071 - Licensed Practical Nurse I 27.68

12072 - Licensed Practical Nurse II 30.97

12073 - Licensed Practical Nurse III 34.54

12100 - Medical Assistant 22.60

12130 - Medical Laboratory Technician 34.98

12160 - Medical Record Clerk 24.61

12190 - Medical Record Technician 28.27

12195 - Medical Transcriptionist 24.81

12210 - Nuclear Medicine Technologist 67.09

12221 - Nursing Assistant I 15.45

12222 - Nursing Assistant II 17.39

12223 - Nursing Assistant III 18.97

12224 - Nursing Assistant IV 21.29

12235 - Optical Dispenser 33.90

12236 - Optical Technician 27.68

12250 - Pharmacy Technician 20.50

12280 - Phlebotomist 22.95

12305 - Radiologic Technologist 41.61

12311 - Registered Nurse I 33.03

12312 - Registered Nurse II 40.40

12313 - Registered Nurse II, Specialist 40.40

12314 - Registered Nurse III 49.39

12315 - Registered Nurse III, Anesthetist 49.39

12316 - Registered Nurse IV 59.20

12317 - Scheduler (Drug and Alcohol Testing) 38.37

12320 - Substance Abuse Treatment Counselor 31.76

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 26.35

13012 - Exhibits Specialist II 32.65

13013 - Exhibits Specialist III 40.66

13041 - Illustrator I 28.07

13042 - Illustrator II 35.08

13043 - Illustrator III 44.73

13047 - Librarian 37.25

13050 - Library Aide/Clerk 17.95

13054 - Library Information Technology Systems

Administrator 32.65

13058 - Library Technician 25.62

13061 - Media Specialist I 23.01

13062 - Media Specialist II 25.63

13063 - Media Specialist III 28.45

13071 - Photographer I 22.37

13072 - Photographer II 25.03

13073 - Photographer III 32.88

13074 - Photographer IV 44.26

13075 - Photographer V 50.85

13090 - Technical Order Library Clerk 22.53

13110 - Video Teleconference Technician 26.58

14000 - Information Technology Occupations

14041 - Computer Operator I 25.18

14042 - Computer Operator II 28.18

14043 - Computer Operator III 31.43

14044 - Computer Operator IV 34.93

14045 - Computer Operator V 38.64

14071 - Computer Programmer I (see 1)

14072 - Computer Programmer II (see 1)

14073 - Computer Programmer III (see 1)

14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)

14102 - Computer Systems Analyst II (see 1)

14103 - Computer Systems Analyst III (see 1)

14150 - Peripheral Equipment Operator 25.18

14160 - Personal Computer Support Technician 34.93

14170 - System Support Specialist 40.65

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor

(Non-Rated) 41.74

15020 - Aircrew Training Devices Instructor (Rated) 50.52

15030 - Air Crew Training Devices Instructor

(Pilot) 60.55

15050 - Computer Based Training Specialist /

Instructor 41.74

15060 - Educational Technologist 43.23

15070 - Flight Instructor (Pilot) 60.55

15080 - Graphic Artist 33.80

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 56.38

15086 - Maintenance Test Pilot, Rotary Wing 56.38

15088 - Non-Maintenance Test/Co-Pilot 56.38

15090 - Technical Instructor 27.17

15095 - Technical Instructor/Course Developer 32.28

15110 - Test Proctor 21.30

15120 - Tutor 21.30

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

16010 - Assembler 18.60

16030 - Counter Attendant 18.60

16040 - Dry Cleaner 21.24

16070 - Finisher, Flatwork, Machine 18.60

16090 - Presser, Hand 18.60

16110 - Presser, Machine, Drycleaning 18.60

16130 - Presser, Machine, Shirts 18.60

16160 - Presser, Machine, Wearing Apparel, Laundry 18.60

16190 - Sewing Machine Operator 22.13

16220 - Tailor 23.01

16250 - Washer, Machine 19.48

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 31.60

19040 - Tool And Die Maker 36.74

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 22.40

21030 - Material Coordinator 28.45

21040 - Material Expediter 28.45

21050 - Material Handling Laborer 18.99

21071 - Order Filler 18.46

21080 - Production Line Worker (Food Processing) 22.40

21110 - Shipping Packer 22.36

21130 - Shipping/Receiving Clerk 22.36

21140 - Store Worker I 18.04

21150 - Stock Clerk 24.20

21210 - Tools And Parts Attendant 22.40

21410 - Warehouse Specialist 22.40

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 37.22

23019 - Aircraft Logs and Records Technician 31.78

23021 - Aircraft Mechanic I 35.93

23022 - Aircraft Mechanic II 37.22

23023 - Aircraft Mechanic III 38.71

23040 - Aircraft Mechanic Helper 29.04

23050 - Aircraft, Painter 34.50

23060 - Aircraft Servicer 31.78

23070 - Aircraft Survival Flight Equipment

Technician 34.50

23080 - Aircraft Worker 33.06

23091 - Aircrew Life Support Equipment (ALSE)

Mechanic I 33.06

23092 - Aircrew Life Support Equipment (ALSE)

Mechanic II 35.93

23110 - Appliance Mechanic 30.00

23120 - Bicycle Repairer 29.69

23125 - Cable Splicer 35.32

23130 - Carpenter, Maintenance 32.51

23140 - Carpet Layer 32.30

23160 - Electrician, Maintenance 36.84

23181 - Electronics Technician Maintenance I 32.30

23182 - Electronics Technician Maintenance II 33.71

23183 - Electronics Technician Maintenance III 35.09

23260 - Fabric Worker 31.06

23290 - Fire Alarm System Mechanic 35.09

23310 - Fire Extinguisher Repairer 29.69

23311 - Fuel Distribution System Mechanic 35.09

23312 - Fuel Distribution System Operator 29.79

23370 - General Maintenance Worker 24.67

23380 - Ground Support Equipment Mechanic 35.93

23381 - Ground Support Equipment Servicer 31.78

23382 - Ground Support Equipment Worker 33.06

23391 - Gunsmith I 29.69

23392 - Gunsmith II 32.30

23393 - Gunsmith III 35.09

23410 - Heating, Ventilation And Air-Conditioning

Mechanic 34.96

23411 - Heating, Ventilation And Air Contidioning

Mechanic (Research Facility) 36.20

23430 - Heavy Equipment Mechanic 35.93

23440 - Heavy Equipment Operator 37.66

23460 - Instrument Mechanic 35.09

23465 - Laboratory/Shelter Mechanic 33.71

23470 - Laborer 18.99

23510 - Locksmith 33.71

23530 - Machinery Maintenance Mechanic 33.35

23550 - Machinist, Maintenance 27.56

23580 - Maintenance Trades Helper 23.88

23591 - Metrology Technician I 35.09

23592 - Metrology Technician II 36.33

23593 - Metrology Technician III 37.79

23640 - Millwright 35.09

23710 - Office Appliance Repairer 31.36

23760 - Painter, Maintenance 26.77

23790 - Pipefitter, Maintenance 35.64

23810 - Plumber, Maintenance 34.23

23820 - Pneudraulic Systems Mechanic 35.09

23850 - Rigger 35.09

23870 - Scale Mechanic 32.30

23890 - Sheet-Metal Worker, Maintenance 29.93

23910 - Small Engine Mechanic 30.05

23931 - Telecommunications Mechanic I 36.36

23932 - Telecommunications Mechanic II 37.65

23950 - Telephone Lineman 35.93

23960 - Welder, Combination, Maintenance 25.64

23965 - Well Driller 29.69

23970 - Woodcraft Worker 35.09

23980 - Woodworker 29.69

24000 - Personal Needs Occupations

24550 - Case Manager 21.03

24570 - Child Care Attendant 17.15

24580 - Child Care Center Clerk 21.40

24610 - Chore Aide 18.12

24620 - Family Readiness And Support Services

Coordinator 21.03

24630 - Homemaker 24.30

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 35.12

25040 - Sewage Plant Operator 36.25

25070 - Stationary Engineer 35.12

25190 - Ventilation Equipment Tender 30.31

25210 - Water Treatment Plant Operator 36.25

27000 - Protective Service Occupations

27004 - Alarm Monitor 28.24

27007 - Baggage Inspector 19.22

27008 - Corrections Officer 38.87

27010 - Court Security Officer 38.87

27030 - Detection Dog Handler 21.50

27040 - Detention Officer 38.87

27070 - Firefighter 38.87

27101 - Guard I 19.22

27102 - Guard II 21.50

27131 - Police Officer I 36.95

27132 - Police Officer II 41.05

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 20.61

28042 - Carnival Equipment Repairer 21.57

28043 - Carnival Worker 16.74

28210 - Gate Attendant/Gate Tender 20.59

28310 - Lifeguard 17.30

28350 - Park Attendant (Aide) 23.04

28510 - Recreation Aide/Health Facility Attendant 18.98

28515 - Recreation Specialist 28.54

28630 - Sports Official 18.35

28690 - Swimming Pool Operator 24.15

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 32.30

29020 - Hatch Tender 32.30

29030 - Line Handler 32.30

29041 - Stevedore I 31.06

29042 - Stevedore II 33.71

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center

(HFO) (see 2) 54.84

30011 - Air Traffic Control Specialist, Station

(HFO) (see 2) 37.81

30012 - Air Traffic Control Specialist, Terminal

(HFO) (see 2) 41.64

30021 - Archeological Technician I 24.42

30022 - Archeological Technician II 27.20

30023 - Archeological Technician III 33.72

30030 - Cartographic Technician 33.72

30040 - Civil Engineering Technician 32.92

30051 - Cryogenic Technician I 31.20

30052 - Cryogenic Technician II 34.47

30061 - Drafter/CAD Operator I 24.32

30062 - Drafter/CAD Operator II 27.20

30063 - Drafter/CAD Operator III 30.33

30064 - Drafter/CAD Operator IV 37.33

30081 - Engineering Technician I 20.57

30082 - Engineering Technician II 23.08

30083 - Engineering Technician III 25.82

30084 - Engineering Technician IV 31.99

30085 - Engineering Technician V 39.13

30086 - Engineering Technician VI 47.36

30090 - Environmental Technician 31.19

30095 - Evidence Control Specialist 28.18

30210 - Laboratory Technician 25.06

30221 - Latent Fingerprint Technician I 31.20

30222 - Latent Fingerprint Technician II 34.47

30240 - Mathematical Technician 33.72

30361 - Paralegal/Legal Assistant I 25.06

30362 - Paralegal/Legal Assistant II 31.04

30363 - Paralegal/Legal Assistant III 37.97

30364 - Paralegal/Legal Assistant IV 45.95

30375 - Petroleum Supply Specialist 34.47

30390 - Photo-Optics Technician 33.72

30395 - Radiation Control Technician 34.47

30461 - Technical Writer I 30.65

30462 - Technical Writer II 37.48

30463 - Technical Writer III 45.34

30491 - Unexploded Ordnance (UXO) Technician I 34.85

30492 - Unexploded Ordnance (UXO) Technician II 42.17

30493 - Unexploded Ordnance (UXO) Technician III 50.54

30494 - Unexploded (UXO) Safety Escort 34.85

30495 - Unexploded (UXO) Sweep Personnel 34.85

30501 - Weather Forecaster I 37.33

30502 - Weather Forecaster II 45.40

30620 - Weather Observer, Combined Upper Air Or

Surface Programs (see 2) 30.33

30621 - Weather Observer, Senior (see 2) 33.72

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 42.17

31020 - Bus Aide 19.04

31030 - Bus Driver 23.87

31043 - Driver Courier 21.71

31260 - Parking and Lot Attendant 17.79

31290 - Shuttle Bus Driver 18.62

31310 - Taxi Driver 17.47

31361 - Truckdriver, Light 22.83

31362 - Truckdriver, Medium 23.87

31363 - Truckdriver, Heavy 28.72

31364 - Truckdriver, Tractor-Trailer 28.72

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist 20.56

99030 - Cashier 16.88

99050 - Desk Clerk 18.30

99095 - Embalmer 37.63

99130 - Flight Follower 34.85

99251 - Laboratory Animal Caretaker I 21.64

99252 - Laboratory Animal Caretaker II 22.43

99260 - Marketing Analyst 34.65

99310 - Mortician 37.63

99410 - Pest Controller 24.71

99510 - Photofinishing Worker 18.31

99710 - Recycling Laborer 28.95

99711 - Recycling Specialist 33.06

99730 - Refuse Collector 26.11

99810 - Sales Clerk 17.00

99820 - School Crossing Guard 20.13

99830 - Survey Party Chief 27.37

99831 - Surveying Aide 18.81

99832 - Surveying Technician 24.85

99840 - Vending Machine Attendant 25.61

99841 - Vending Machine Repairer 29.27

99842 - Vending Machine Repairer Helper 25.61

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

to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. 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~~ $5.92 per hour, up to 40 hours per week, or ~~$222.00~~ $236.80 per week or

~~$962.00~~ $1,026.13 per month

HEALTH & WELFARE EO 13706: ~~$5.09~~ $5.42 per hour, up to 40 hours per week, or ~~$203.60~~ $216.80 per

week, or ~~$882.27~~ $939.46 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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)).