

Attachment J-8

Service/Construction Contract Labor Standard & Wage Rates

****To Be Updated with Each Request for Task Order Proposal****

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SHEE0312-001 07/01/2017

	Rates	Fringes
SHEET METAL WORKER (HVAC Duct Installation Only).....	\$ 33.36	11.36

SUUT2012-004 07/29/2014

	Rates	Fringes
BRICKLAYER.....	\$ 23.88	0.00
CARPENTER (Acoustical Ceiling Installation Only).....	\$ 20.64	0.80
CARPENTER, Excludes Acoustical Ceiling Installation.....	\$ 21.50	0.00
CEMENT MASON/CONCRETE FINISHER...	\$ 21.11	0.00
ELECTRICIAN (Low Voltage Wiring Only).....	\$ 23.36	6.06
INSTALLER - SIDING (METAL/ALUMINUM/VINYL).....	\$ 14.75	0.00
INSULATOR - BATT.....	\$ 13.77	0.00
IRONWORKER, REINFORCING.....	\$ 15.00	0.00
IRONWORKER, STRUCTURAL.....	\$ 17.41	6.13
LABORER: Common or General.....	\$ 10.63	0.00
LABORER: Mason Tender - Brick...	\$ 16.54	0.00
OPERATOR: Backhoe/Excavator/Trackhoe.....	\$ 16.59	0.79
PLUMBER.....	\$ 24.00	4.62
TILE FINISHER.....	\$ 17.00	0.00
TILE SETTER.....	\$ 19.40	0.00

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon 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 a 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.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of ""identifiers"" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an

interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

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Mechanic, Trencher.....	\$ 35.68	17.57
Oiler.....	\$ 22.03	11.88

LABO0295-018 07/01/2014

Natural Gas Pipeline Construction Only

	Rates	Fringes
LABORER		
Chain Saw and Power Drill...	\$ 20.85	8.65
Common or General, Nail gun, Pipelayer, Pot Tender..	\$ 20.59	8.65
Formworker.....	\$ 20.85	8.65
Powderman.....	\$ 21.65	8.65
Sandblaster.....	\$ 20.85	8.65

TEAM0222-003 07/01/2018

NATURAL GAS PIPELINE CONSTRUCTION ONLY

ZONE 1 - Kane, Piute, and Wayne County (Western Half)
 ZONE 2 - Beaver, Emery, Grand, and Wayne County (Eastern Half)

	Rates	Fringes
TRUCK DRIVER		
ZONE 1:		
Group 1.....	\$ 36.88	12.12
Group 2.....	\$ 36.30	12.12
Group 3.....	\$ 35.95	12.12
ZONE 2:		
Group 1.....	\$ 41.27	12.12
Group 2.....	\$ 40.72	12.12
Group 3.....	\$ 37.05	12.12

Group 1: Articulated End Dump, Low Boy, Rollagon or Similar type Equipment, Truck Mechanic.

Group 2: A-Frame, Challenger(For transportation purposes), Forklift, Fuel Truck, Gin Pole, Rubber-Tired Tractor, Tandem Float (4 & 5 Axle), Track Truck/All-Track Dumper Equipment, Vacuum Truck, Winch Truck.

Group 3: Ambulance , Bus, Dump Truck (2 and 3 axle), Flatbed Truck (2 and 3 axle), Grease Truck, Hot Pass Truck (3 axle), Jeep, Pick-up, Single Axle Float (3 axle), Skid Truck (2 and 3 axle), Station Wagon, Stringer Bead & Hot Pass (2 axle), Swamp Buggy/ Marsh Buggy, or similar type equipment, Team Driver, Water Truck (2 and 3 axle).

Premium Pay:

Add \$2.25 to the above Rate for the following classifications

- Group 1: Low Boy and Truck Mechanic
- Group 2: Stringer Truck

SUUT2008-033 08/19/2008

	Rates	Fringes
CARPENTER, Includes Form Work		

(Excludes Natural Gas Pipeline Construction Form Work).....	\$ 14.75	3.03
CEMENT MASON/CONCRETE FINISHER...	\$ 14.00	0.56
LABORER: Mason Tender - Cement/Concrete.....	\$ 9.00	0.36
LABORER: Common or General (Excluding Natural Gas Pipeline Construction).....	\$ 10.92	0.00
LABORER: Pipelayer (Excluding Natural Gas Pipeline Construction).....	\$ 9.00	0.00
OPERATOR: Grader/Blade, Excludes Natural Gas Pipeline Construction.....	\$ 13.61	0.00
OPERATOR: Loader (Front End)....	\$ 11.38	0.00
OPERATOR: Roller (Dirt and Grade Compaction).....	\$ 10.89	0.00
OPERATOR: Trackhoe (Excluding Natural Gas Pipeline Construction).....	\$ 13.63	0.00
TRUCK DRIVER (Excluding Natural Gas Pipeline Construction).....	\$ 12.00	0.00

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon 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 a 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.

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negotiated/CBA rate of the union locals from which the rate is based.

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END OF GENERAL DECISION

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"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Director	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5423 Revision No.: 14 Date Of Last Revision: 12/21/2020
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Mesa

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.03
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		23.18
01035 - Court Reporter		17.64
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.36
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		13.97
01052 - Data Entry Operator II		15.24
01060 - Dispatcher Motor Vehicle		22.19
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		14.67
01112 - General Clerk II		16.00
01113 - General Clerk III		17.96
01120 - Housing Referral Assistant		19.67
01141 - Messenger Courier		16.69
01191 - Order Clerk I		14.86
01192 - Order Clerk II		16.21
01261 - Personnel Assistant (Employment) I		17.56
01262 - Personnel Assistant (Employment) II		19.65
01263 - Personnel Assistant (Employment) III		21.90
01270 - Production Control Clerk		24.72
01290 - Rental Clerk		17.56
01300 - Scheduler Maintenance		15.77
01311 - Secretary I		15.77
01312 - Secretary II		17.64
01313 - Secretary III		19.67

01320 - Service Order Dispatcher	19.83
01410 - Supply Technician	23.18
01420 - Survey Worker	16.44
01460 - Switchboard Operator/Receptionist	13.98
01531 - Travel Clerk I	14.03
01532 - Travel Clerk II	14.77
01533 - Travel Clerk III	15.82
01611 - Word Processor I	14.05
01612 - Word Processor II	15.77
01613 - Word Processor III	17.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.99
05010 - Automotive Electrician	22.76
05040 - Automotive Glass Installer	21.28
05070 - Automotive Worker	21.28
05110 - Mobile Equipment Servicer	18.37
05130 - Motor Equipment Metal Mechanic	24.17
05160 - Motor Equipment Metal Worker	21.28
05190 - Motor Vehicle Mechanic	24.17
05220 - Motor Vehicle Mechanic Helper	16.92
05250 - Motor Vehicle Upholstery Worker	19.89
05280 - Motor Vehicle Wrecker	21.28
05310 - Painter Automotive	22.72
05340 - Radiator Repair Specialist	21.28
05370 - Tire Repairer	14.64
05400 - Transmission Repair Specialist	24.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.29
07041 - Cook I	13.72
07042 - Cook II	15.89
07070 - Dishwasher	11.63
07130 - Food Service Worker	12.51
07210 - Meat Cutter	16.15
07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.68
09040 - Furniture Handler	13.99
09080 - Furniture Refinisher	22.68
09090 - Furniture Refinisher Helper	16.89
09110 - Furniture Repairer Minor	19.78
09130 - Upholsterer	22.68
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.86
11060 - Elevator Operator	13.86
11090 - Gardener	20.92
11122 - Housekeeping Aide	13.86
11150 - Janitor	13.86
11210 - Laborer Grounds Maintenance	15.96
11240 - Maid or Houseman	12.06
11260 - Pruner	14.30
11270 - Tractor Operator	19.26
11330 - Trail Maintenance Worker	15.96
11360 - Window Cleaner	15.51
12000 - Health Occupations	
12010 - Ambulance Driver	19.78
12011 - Breath Alcohol Technician	20.42
12012 - Certified Occupational Therapist Assistant	28.35
12015 - Certified Physical Therapist Assistant	29.53
12020 - Dental Assistant	19.92
12025 - Dental Hygienist	37.14
12030 - EKG Technician	31.32
12035 - Electroneurodiagnostic Technologist	31.32
12040 - Emergency Medical Technician	19.78
12071 - Licensed Practical Nurse I	18.47
12072 - Licensed Practical Nurse II	20.67

12073 - Licensed Practical Nurse III	23.04
12100 - Medical Assistant	16.72
12130 - Medical Laboratory Technician	25.56
12160 - Medical Record Clerk	17.57
12190 - Medical Record Technician	19.66
12195 - Medical Transcriptionist	16.77
12210 - Nuclear Medicine Technologist	45.41
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.33
12223 - Nursing Assistant III	14.54
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	18.94
12236 - Optical Technician	18.47
12250 - Pharmacy Technician	16.53
12280 - Phlebotomist	18.47
12305 - Radiologic Technologist	29.463
12311 - Registered Nurse I	23.60
12312 - Registered Nurse II	28.87
12313 - Registered Nurse II Specialist	28.87
12314 - Registered Nurse III	34.93
12315 - Registered Nurse III Anesthetist	34.93
12316 - Registered Nurse IV	41.87
12317 - Scheduler (Drug and Alcohol Testing)	25.60
12320 - Substance Abuse Treatment Counselor	25.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.53
13012 - Exhibits Specialist II	26.66
13013 - Exhibits Specialist III	32.62
13041 - Illustrator I	21.53
13042 - Illustrator II	26.66
13043 - Illustrator III	32.62
13047 - Librarian	29.53
13050 - Library Aide/Clerk	17.14
13054 - Library Information Technology Systems Administrator	26.66
13058 - Library Technician	16.30
13061 - Media Specialist I	19.24
13062 - Media Specialist II	21.53
13063 - Media Specialist III	24.00
13071 - Photographer I	19.24
13072 - Photographer II	21.53
13073 - Photographer III	26.66
13074 - Photographer IV	32.62
13075 - Photographer V	39.46
13090 - Technical Order Library Clerk	21.75
13110 - Video Teleconference Technician	19.24
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.25
14042 - Computer Operator II	17.05
14043 - Computer Operator III	19.71
14044 - Computer Operator IV	21.92
14045 - Computer Operator V	24.28
14071 - Computer Programmer I	(see 1) 17.71
14072 - Computer Programmer II	(see 1) 21.95
14073 - Computer Programmer III	(see 1) 26.84
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	15.25
14160 - Personal Computer Support Technician	21.92
14170 - System Support Specialist	24.28
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.30
15020 - Aircrew Training Devices Instructor (Rated)	35.45

15030 - Air Crew Training Devices Instructor (Pilot)	42.49
15050 - Computer Based Training Specialist / Instructor	28.12
15060 - Educational Technologist	29.30
15070 - Flight Instructor (Pilot)	42.49
15080 - Graphic Artist	22.17
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.49
15086 - Maintenance Test Pilot Rotary Wing	42.49
15088 - Non-Maintenance Test/Co-Pilot	42.49
15090 - Technical Instructor	20.04
15095 - Technical Instructor/Course Developer	24.52
15110 - Test Proctor	16.63
15120 - Tutor	16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.61
16030 - Counter Attendant	12.61
16040 - Dry Cleaner	15.17
16070 - Finisher Flatwork Machine	12.61
16090 - Presser Hand	12.61
16110 - Presser Machine Drycleaning	12.61
16130 - Presser Machine Shirts	12.61
16160 - Presser Machine Wearing Apparel Laundry	12.61
16190 - Sewing Machine Operator	16.15
16220 - Tailor	17.16
16250 - Washer Machine	13.87
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.27
19040 - Tool And Die Maker	28.96
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.74
21030 - Material Coordinator	24.72
21040 - Material Expediter	24.72
21050 - Material Handling Laborer	14.28
21071 - Order Filler	13.40
21080 - Production Line Worker (Food Processing)	17.74
21110 - Shipping Packer	14.17
21130 - Shipping/Receiving Clerk	14.17
21140 - Store Worker I	12.50
21150 - Stock Clerk	16.93
21210 - Tools And Parts Attendant	17.74
21410 - Warehouse Specialist	17.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.24
23019 - Aircraft Logs and Records Technician	20.29
23021 - Aircraft Mechanic I	24.76
23022 - Aircraft Mechanic II	26.24
23023 - Aircraft Mechanic III	27.54
23040 - Aircraft Mechanic Helper	17.33
23050 - Aircraft Painter	23.27
23060 - Aircraft Servicer	20.29
23070 - Aircraft Survival Flight Equipment Technician	23.27
23080 - Aircraft Worker	21.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.76
23110 - Appliance Mechanic	23.27
23120 - Bicycle Repairer	14.73
23125 - Cable Splicer	30.12
23130 - Carpenter Maintenance	20.92
23140 - Carpet Layer	21.80
23160 - Electrician Maintenance	26.34
23181 - Electronics Technician Maintenance I	25.42
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.80
23260 - Fabric Worker	20.29

23290 - Fire Alarm System Mechanic	24.76
23310 - Fire Extinguisher Repairer	18.82
23311 - Fuel Distribution System Mechanic	24.76
23312 - Fuel Distribution System Operator	18.82
23370 - General Maintenance Worker	17.81
23380 - Ground Support Equipment Mechanic	24.76
23381 - Ground Support Equipment Servicer	20.29
23382 - Ground Support Equipment Worker	21.80
23391 - Gunsmith I	18.82
23392 - Gunsmith II	21.80
23393 - Gunsmith III	24.76
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.55
23430 - Heavy Equipment Mechanic	25.18
23440 - Heavy Equipment Operator	21.51
23460 - Instrument Mechanic	24.76
23465 - Laboratory/Shelter Mechanic	23.27
23470 - Laborer	14.28
23510 - Locksmith	23.27
23530 - Machinery Maintenance Mechanic	28.84
23550 - Machinist Maintenance	19.13
23580 - Maintenance Trades Helper	15.44
23591 - Metrology Technician I	24.76
23592 - Metrology Technician II	26.24
23593 - Metrology Technician III	27.54
23640 - Millwright	24.76
23710 - Office Appliance Repairer	20.43
23760 - Painter Maintenance	22.43
23790 - Pipefitter Maintenance	24.41
23810 - Plumber Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	24.76
23850 - Rigger	24.76
23870 - Scale Mechanic	21.80
23890 - Sheet-Metal Worker Maintenance	26.97
23910 - Small Engine Mechanic	21.80
23931 - Telecommunications Mechanic I	27.28
23932 - Telecommunications Mechanic II	28.34
23950 - Telephone Lineman	26.22
23960 - Welder Combination Maintenance	22.34
23965 - Well Driller	24.76
23970 - Woodcraft Worker	24.76
23980 - Woodworker	18.82
24000 - Personal Needs Occupations	
24550 - Case Manager	14.89
24570 - Child Care Attendant	11.73
24580 - Child Care Center Clerk	14.63
24610 - Chore Aide	11.64
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31
25040 - Sewage Plant Operator	26.10
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	26.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.74
27007 - Baggage Inspector	14.91
27008 - Corrections Officer	23.45
27010 - Court Security Officer	23.45
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	23.45

27070 - Firefighter	23.62
27101 - Guard I	14.91
27102 - Guard II	16.69
27131 - Police Officer I	30.45
27132 - Police Officer II	33.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.13
28042 - Carnival Equipment Repairer	16.42
28043 - Carnival Worker	11.22
28210 - Gate Attendant/Gate Tender	16.50
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	18.47
28510 - Recreation Aide/Health Facility Attendant	13.46
28515 - Recreation Specialist	22.87
28630 - Sports Official	14.71
28690 - Swimming Pool Operator	19.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.80
29020 - Hatch Tender	21.80
29030 - Line Handler	21.80
29041 - Stevedore I	20.29
29042 - Stevedore II	23.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	17.43
30022 - Archeological Technician II	19.51
30023 - Archeological Technician III	24.16
30030 - Cartographic Technician	24.16
30040 - Civil Engineering Technician	25.18
30051 - Cryogenic Technician I	26.76
30052 - Cryogenic Technician II	29.56
30061 - Drafter/CAD Operator I	17.43
30062 - Drafter/CAD Operator II	19.51
30063 - Drafter/CAD Operator III	21.75
30064 - Drafter/CAD Operator IV	26.76
30081 - Engineering Technician I	15.53
30082 - Engineering Technician II	17.43
30083 - Engineering Technician III	19.51
30084 - Engineering Technician IV	24.16
30085 - Engineering Technician V	29.56
30086 - Engineering Technician VI	35.76
30090 - Environmental Technician	24.16
30095 - Evidence Control Specialist	24.16
30210 - Laboratory Technician	21.75
30221 - Latent Fingerprint Technician I	26.76
30222 - Latent Fingerprint Technician II	29.56
30240 - Mathematical Technician	24.16
30361 - Paralegal/Legal Assistant I	18.81
30362 - Paralegal/Legal Assistant II	23.29
30363 - Paralegal/Legal Assistant III	28.49
30364 - Paralegal/Legal Assistant IV	34.47
30375 - Petroleum Supply Specialist	29.56
30390 - Photo-Optics Technician	24.16
30395 - Radiation Control Technician	29.56
30461 - Technical Writer I	24.16
30462 - Technical Writer II	29.56
30463 - Technical Writer III	35.76
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67
30493 - Unexploded Ordnance (UXO) Technician III	36.76
30494 - Unexploded (UXO) Safety Escort	25.35
30495 - Unexploded (UXO) Sweep Personnel	25.35
30501 - Weather Forecaster I	26.76

30502 - Weather Forecaster II	32.56
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 21.75
30621 - Weather Observer Senior	(see 2) 24.16
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.67
31020 - Bus Aide	14.33
31030 - Bus Driver	20.27
31043 - Driver Courier	16.19
31260 - Parking and Lot Attendant	12.81
31290 - Shuttle Bus Driver	16.81
31310 - Taxi Driver	16.85
31361 - Truckdriver Light	16.81
31362 - Truckdriver Medium	18.12
31363 - Truckdriver Heavy	21.77
31364 - Truckdriver Tractor-Trailer	21.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.81
99050 - Desk Clerk	11.98
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.83
99252 - Laboratory Animal Caretaker II	16.62
99260 - Marketing Analyst	24.70
99310 - Mortician	25.35
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.67
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.85
99810 - Sales Clerk	12.67
99820 - School Crossing Guard	14.56
99830 - Survey Party Chief	22.09
99831 - Surveying Aide	16.79
99832 - Surveying Technician	20.89
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.39
99842 - Vending Machine Repairer Helper	18.51

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5497 Revision No.: 12 Date Of Last Revision: 12/21/2020
Daniel W. Simms Director	Division of Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Utah

Area: Utah Counties of Carbon Daggett Duchesne Emery Grand San Juan Uintah

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.92
01012 - Accounting Clerk II		17.87
01013 - Accounting Clerk III		20.00
01020 - Administrative Assistant		25.64
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.44
01043 - Customer Service Representative III		16.85
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.30
01060 - Dispatcher Motor Vehicle		20.72
01070 - Document Preparation Clerk		14.82
01090 - Duplicating Machine Operator		14.82
01111 - General Clerk I		13.10
01112 - General Clerk II		14.29
01113 - General Clerk III		16.04
01120 - Housing Referral Assistant		20.76
01141 - Messenger Courier		12.80
01191 - Order Clerk I		15.64
01192 - Order Clerk II		17.07
01261 - Personnel Assistant (Employment) I		16.64
01262 - Personnel Assistant (Employment) II		18.62
01263 - Personnel Assistant (Employment) III		20.76
01270 - Production Control Clerk		21.77
01290 - Rental Clerk		14.36
01300 - Scheduler Maintenance		16.64
01311 - Secretary I		16.64
01312 - Secretary II		18.62

01313 - Secretary III	20.76
01320 - Service Order Dispatcher	18.52
01410 - Supply Technician	25.64
01420 - Survey Worker	16.16
01460 - Switchboard Operator/Receptionist	14.04
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.36
01611 - Word Processor I	14.82
01612 - Word Processor II	16.64
01613 - Word Processor III	18.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.35
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	15.02
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.35
07041 - Cook I	13.45
07042 - Cook II	15.58
07070 - Dishwasher	11.51
07130 - Food Service Worker	11.76
07210 - Meat Cutter	16.71
07260 - Waiter/Waitress	10.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.53
09040 - Furniture Handler	15.13
09080 - Furniture Refinisher	24.53
09090 - Furniture Refinisher Helper	18.26
09110 - Furniture Repairer Minor	21.39
09130 - Upholsterer	24.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.64
11060 - Elevator Operator	13.44
11090 - Gardener	19.40
11122 - Housekeeping Aide	14.07
11150 - Janitor	14.07
11210 - Laborer Grounds Maintenance	14.80
11240 - Maid or Houseman	13.01
11260 - Pruner	13.26
11270 - Tractor Operator	17.86
11330 - Trail Maintenance Worker	14.80
11360 - Window Cleaner	15.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	17.89
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	26.58
12020 - Dental Assistant	15.53
12025 - Dental Hygienist	35.80
12030 - EKG Technician	27.10
12035 - Electroneurodiagnostic Technologist	27.10
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	15.98

12072 - Licensed Practical Nurse II	17.89
12073 - Licensed Practical Nurse III	19.94
12100 - Medical Assistant	15.35
12130 - Medical Laboratory Technician	19.04
12160 - Medical Record Clerk	15.92
12190 - Medical Record Technician	20.15
12195 - Medical Transcriptionist	15.98
12210 - Nuclear Medicine Technologist	39.30
12221 - Nursing Assistant I	11.29
12222 - Nursing Assistant II	12.70
12223 - Nursing Assistant III	13.85
12224 - Nursing Assistant IV	15.55
12235 - Optical Dispenser	17.61
12236 - Optical Technician	15.98
12250 - Pharmacy Technician	17.97
12280 - Phlebotomist	15.98
12305 - Radiologic Technologist	26.68
12311 - Registered Nurse I	24.14
12312 - Registered Nurse II	29.54
12313 - Registered Nurse II Specialist	29.54
12314 - Registered Nurse III	35.74
12315 - Registered Nurse III Anesthetist	35.74
12316 - Registered Nurse IV	42.84
12317 - Scheduler (Drug and Alcohol Testing)	22.15
12320 - Substance Abuse Treatment Counselor	11.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.44
13013 - Exhibits Specialist III	25.00
13041 - Illustrator I	18.72
13042 - Illustrator II	23.20
13043 - Illustrator III	28.30
13047 - Librarian	22.73
13050 - Library Aide/Clerk	12.99
13054 - Library Information Technology Systems Administrator	20.53
13058 - Library Technician	13.99
13061 - Media Specialist I	14.81
13062 - Media Specialist II	16.57
13063 - Media Specialist III	18.48
13071 - Photographer I	15.59
13072 - Photographer II	17.59
13073 - Photographer III	21.61
13074 - Photographer IV	26.44
13075 - Photographer V	31.98
13090 - Technical Order Library Clerk	17.14
13110 - Video Teleconference Technician	16.34
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.01
14042 - Computer Operator II	17.92
14043 - Computer Operator III	19.97
14044 - Computer Operator IV	22.19
14045 - Computer Operator V	24.58
14071 - Computer Programmer I	(see 1) 23.80
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	16.01
14160 - Personal Computer Support Technician	22.19
14170 - System Support Specialist	24.58
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.89

15020 - Aircrew Training Devices Instructor (Rated)	38.58
15030 - Air Crew Training Devices Instructor (Pilot)	42.72
15050 - Computer Based Training Specialist / Instructor	31.89
15060 - Educational Technologist	26.42
15070 - Flight Instructor (Pilot)	42.72
15080 - Graphic Artist	26.18
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.72
15086 - Maintenance Test Pilot Rotary Wing	42.72
15088 - Non-Maintenance Test/Co-Pilot	42.72
15090 - Technical Instructor	25.72
15095 - Technical Instructor/Course Developer	31.47
15110 - Test Proctor	20.77
15120 - Tutor	20.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.98
16030 - Counter Attendant	9.98
16040 - Dry Cleaner	13.27
16070 - Finisher Flatwork Machine	9.98
16090 - Presser Hand	9.98
16110 - Presser Machine Drycleaning	9.98
16130 - Presser Machine Shirts	9.98
16160 - Presser Machine Wearing Apparel Laundry	9.98
16190 - Sewing Machine Operator	14.24
16220 - Tailor	15.08
16250 - Washer Machine	11.14
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.53
19040 - Tool And Die Maker	30.53
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.94
21030 - Material Coordinator	22.24
21040 - Material Expediter	22.24
21050 - Material Handling Laborer	16.90
21071 - Order Filler	14.17
21080 - Production Line Worker (Food Processing)	20.94
21110 - Shipping Packer	16.30
21130 - Shipping/Receiving Clerk	16.30
21140 - Store Worker I	12.50
21150 - Stock Clerk	16.93
21210 - Tools And Parts Attendant	20.94
21410 - Warehouse Specialist	20.94
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.06
23019 - Aircraft Logs and Records Technician	20.93
23021 - Aircraft Mechanic I	25.53
23022 - Aircraft Mechanic II	27.06
23023 - Aircraft Mechanic III	28.40
23040 - Aircraft Mechanic Helper	17.87
23050 - Aircraft Painter	24.00
23060 - Aircraft Servicer	20.93
23070 - Aircraft Survival Flight Equipment Technician	24.00
23080 - Aircraft Worker	22.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.53
23110 - Appliance Mechanic	24.53
23120 - Bicycle Repairer	15.58
23125 - Cable Splicer	32.51
23130 - Carpenter Maintenance	21.81
23140 - Carpet Layer	22.98
23160 - Electrician Maintenance	27.65
23181 - Electronics Technician Maintenance I	25.05
23182 - Electronics Technician Maintenance II	26.74
23183 - Electronics Technician Maintenance III	28.45

23260 - Fabric Worker	21.39
23290 - Fire Alarm System Mechanic	24.89
23310 - Fire Extinguisher Repairer	19.83
23311 - Fuel Distribution System Mechanic	30.89
23312 - Fuel Distribution System Operator	23.49
23370 - General Maintenance Worker	19.38
23380 - Ground Support Equipment Mechanic	25.53
23381 - Ground Support Equipment Servicer	20.93
23382 - Ground Support Equipment Worker	22.48
23391 - Gunsmith I	19.83
23392 - Gunsmith II	22.98
23393 - Gunsmith III	26.10
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.04
23430 - Heavy Equipment Mechanic	23.43
23440 - Heavy Equipment Operator	23.71
23460 - Instrument Mechanic	26.10
23465 - Laboratory/Shelter Mechanic	24.53
23470 - Laborer	16.90
23510 - Locksmith	24.53
23530 - Machinery Maintenance Mechanic	33.47
23550 - Machinist Maintenance	25.63
23580 - Maintenance Trades Helper	13.20
23591 - Metrology Technician I	26.10
23592 - Metrology Technician II	27.66
23593 - Metrology Technician III	29.03
23640 - Millwright	26.10
23710 - Office Appliance Repairer	24.53
23760 - Painter Maintenance	23.40
23790 - Pipefitter Maintenance	27.94
23810 - Plumber Maintenance	26.26
23820 - Pneudraulic Systems Mechanic	26.10
23850 - Rigger	26.10
23870 - Scale Mechanic	22.98
23890 - Sheet-Metal Worker Maintenance	26.10
23910 - Small Engine Mechanic	22.98
23931 - Telecommunications Mechanic I	31.47
23932 - Telecommunications Mechanic II	33.35
23950 - Telephone Lineman	27.23
23960 - Welder Combination Maintenance	23.09
23965 - Well Driller	26.02
23970 - Woodcraft Worker	26.10
23980 - Woodworker	19.83
24000 - Personal Needs Occupations	
24550 - Case Manager	15.66
24570 - Child Care Attendant	12.32
24580 - Child Care Center Clerk	15.37
24610 - Chore Aide	11.94
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	15.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.10
25040 - Sewage Plant Operator	23.53
25070 - Stationary Engineer	26.10
25190 - Ventilation Equipment Tender	18.26
25210 - Water Treatment Plant Operator	23.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.82
27007 - Baggage Inspector	15.54
27008 - Corrections Officer	23.10
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83

27040 - Detention Officer	23.10
27070 - Firefighter	19.82
27101 - Guard I	15.54
27102 - Guard II	18.83
27131 - Police Officer I	23.88
27132 - Police Officer II	26.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.38
28042 - Carnival Equipment Repairer	17.79
28043 - Carnival Worker	12.52
28210 - Gate Attendant/Gate Tender	17.33
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	19.39
28510 - Recreation Aide/Health Facility Attendant	14.15
28515 - Recreation Specialist	22.70
28630 - Sports Official	15.43
28690 - Swimming Pool Operator	21.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.08
29020 - Hatch Tender	24.08
29030 - Line Handler	24.08
29041 - Stevedore I	22.42
29042 - Stevedore II	25.71
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	21.01
30022 - Archeological Technician II	22.23
30023 - Archeological Technician III	27.53
30030 - Cartographic Technician	27.53
30040 - Civil Engineering Technician	24.15
30051 - Cryogenic Technician I	26.75
30052 - Cryogenic Technician II	29.54
30061 - Drafter/CAD Operator I	21.01
30062 - Drafter/CAD Operator II	22.23
30063 - Drafter/CAD Operator III	24.78
30064 - Drafter/CAD Operator IV	30.21
30081 - Engineering Technician I	18.73
30082 - Engineering Technician II	21.03
30083 - Engineering Technician III	23.53
30084 - Engineering Technician IV	29.15
30085 - Engineering Technician V	35.65
30086 - Engineering Technician VI	43.13
30090 - Environmental Technician	29.84
30095 - Evidence Control Specialist	24.15
30210 - Laboratory Technician	26.41
30221 - Latent Fingerprint Technician I	26.75
30222 - Latent Fingerprint Technician II	29.54
30240 - Mathematical Technician	27.53
30361 - Paralegal/Legal Assistant I	17.90
30362 - Paralegal/Legal Assistant II	22.17
30363 - Paralegal/Legal Assistant III	27.12
30364 - Paralegal/Legal Assistant IV	32.81
30375 - Petroleum Supply Specialist	29.54
30390 - Photo-Optics Technician	27.53
30395 - Radiation Control Technician	29.54
30461 - Technical Writer I	25.36
30462 - Technical Writer II	31.02
30463 - Technical Writer III	37.51
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67
30493 - Unexploded Ordnance (UXO) Technician III	36.76
30494 - Unexploded (UXO) Safety Escort	25.35
30495 - Unexploded (UXO) Sweep Personnel	25.35

30501 - Weather Forecaster I	30.21
30502 - Weather Forecaster II	36.75
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.78
30621 - Weather Observer Senior	(see 2) 27.53
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.67
31020 - Bus Aide	14.16
31030 - Bus Driver	20.01
31043 - Driver Courier	17.27
31260 - Parking and Lot Attendant	13.91
31290 - Shuttle Bus Driver	18.76
31310 - Taxi Driver	12.96
31361 - Truckdriver Light	18.76
31362 - Truckdriver Medium	22.41
31363 - Truckdriver Heavy	23.64
31364 - Truckdriver Tractor-Trailer	23.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.67
99050 - Desk Clerk	12.25
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.32
99252 - Laboratory Animal Caretaker II	16.62
99260 - Marketing Analyst	28.65
99310 - Mortician	33.91
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.71
99730 - Refuse Collector	18.40
99810 - Sales Clerk	13.25
99820 - School Crossing Guard	12.74
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.29
99842 - Vending Machine Repairer Helper	18.51

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."