

Standard Wage Determination Tables: 2015-4281 through 2015-4369

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

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Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide Maryland Counties of Calvert, Charles, Prince George's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Manassas, Manassas Park, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.72	
01012	Accounting Clerk II	22.15	
01013	Accounting Clerk III	24.77	
01020	Administrative Assistant	38.21	
01035	Court Reporter	28.71	
01041	Customer Service Representative I	16.73	
01042	Customer Service Representative II	18.25	
01043	Customer Service Representative III	20.48	
01051	Data Entry Operator I	17.09	
01052	Data Entry Operator II	18.65	
01060	Dispatcher, Motor Vehicle	23.66	
01070	Document Preparation Clerk	19.93	
01090	Duplicating Machine Operator	19.93	

01111	General Clerk I	17.51	
01112	General Clerk II	19.12	
01113	General Clerk III	21.47	
01120	Housing Referral Assistant	26.03	
01141	Messenger Courier	19.79	
01191	Order Clerk I	17.71	
01192	Order Clerk II	19.32	
01261	Personnel Assistant (Employment) I	20.17	
01262	Personnel Assistant (Employment) II	22.56	
01263	Personnel Assistant (Employment) III	25.15	
01270	Production Control Clerk	26.81	
01290	Rental Clerk	19.99	
01300	Scheduler, Maintenance	20.87	
01311	Secretary I	20.87	
01312	Secretary II	23.35	
01313	Secretary III	26.03	
01320	Service Order Dispatcher	21.16	
01410	Supply Technician	38.21	
01420	Survey Worker	21.66	
01460	Switchboard Operator/Receptionist	17.45	
01531	Travel Clerk I	20.59	
01532	Travel Clerk II	22.45	
01533	Travel Clerk III	24.24	
01611	Word Processor I	18.62	
01612	Word Processor II	20.92	
01613	Word Processor III	23.39	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	28.60	
05010	Automotive Electrician	26.35	
05040	Automotive Glass Installer	24.82	
05070	Automotive Worker	24.82	
05110	Mobile Equipment Servicer	21.35	
05130	Motor Equipment Metal Mechanic	27.74	
05160	Motor Equipment Metal Worker	24.82	
05190	Motor Vehicle Mechanic	27.74	
05220	Motor Vehicle Mechanic Helper	19.53	
05250	Motor Vehicle Upholstery Worker	23.17	
05280	Motor Vehicle Wrecker	24.82	
05310	Painter, Automotive	26.35	
05340	Radiator Repair Specialist	24.82	
05370	Tire Repairer	17.47	
05400	Transmission Repair Specialist	27.74	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.68	
07041	Cook I	18.44	
07042	Cook II	21.44	
07070	Dishwasher	16.05	***
07130	Food Service Worker	16.20	
07210	Meat Cutter	21.58	
07260	Waiter/Waitress	15.53	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	25.01	
09040	Furniture Handler	14.06	***

09080	Furniture Refinisher	22.55	
09090	Furniture Refinisher Helper	16.71	
09110	Furniture Repairer, Minor	19.82	
09130	Upholsterer	19.86	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.75	***
11060	Elevator Operator	15.87	***
11090	Gardener	24.11	
11122	Housekeeping Aide	16.87	
11150	Janitor	16.87	
11210	Laborer, Grounds Maintenance	18.22	
11240	Maid or Houseman	16.04	***
11260	Pruner	17.39	
11270	Tractor Operator	22.05	
11330	Trail Maintenance Worker	18.22	
11360	Window Cleaner	17.67	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	24.09	
12011	Breath Alcohol Technician	26.39	
12012	Certified Occupational Therapist Assistant	35.59	
12015	Certified Physical Therapist Assistant	33.02	
12020	Dental Assistant	23.78	
12025	Dental Hygienist	50.57	
12030	EKG Technician	39.45	
12035	Electroneurodiagnostic Technologist	39.45	
12040	Emergency Medical Technician	24.09	
12071	Licensed Practical Nurse I	23.60	
12072	Licensed Practical Nurse II	26.39	
12073	Licensed Practical Nurse III	29.42	
12100	Medical Assistant	20.85	
12130	Medical Laboratory Technician	30.04	
12160	Medical Record Clerk	23.61	
12190	Medical Record Technician	27.06	
12195	Medical Transcriptionist	20.72	
12210	Nuclear Medicine Technologist	43.80	
12221	Nursing Assistant I	14.54	***
12222	Nursing Assistant II	16.35	
12223	Nursing Assistant III	17.84	
12224	Nursing Assistant IV	20.04	
12235	Optical Dispenser	25.02	
12236	Optical Technician	23.50	
12250	Pharmacy Technician	20.24	
12280	Phlebotomist	22.95	
12305	Radiologic Technologist	39.19	
12311	Registered Nurse I	30.40	
12312	Registered Nurse II	36.78	
12313	Registered Nurse II, Specialist	36.78	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.91	
12317	Scheduler (Drug and Alcohol Testing)	32.71	
12320	Substance Abuse Treatment Counselor	28.96	

7. Information And Arts Occupations

Code	Title	Rate	Note
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13011	Exhibits Specialist I	24.30	
13012	Exhibits Specialist II	30.10	
13013	Exhibits Specialist III	36.82	
13041	Illustrator I	24.49	
13042	Illustrator II	30.33	
13043	Illustrator III	37.10	
13047	Librarian	42.46	
13050	Library Aide/Clerk	19.29	
13054	Library Information Technology Systems	38.33	
13058	Library Technician	23.58	
13061	Media Specialist I	27.67	
13062	Media Specialist II	30.94	
13063	Media Specialist III	34.50	
13071	Photographer I	20.30	
13072	Photographer II	22.87	
13073	Photographer III	28.64	
13074	Photographer IV	34.67	
13075	Photographer V	41.62	
13090	Technical Order Library Clerk	24.23	
13110	Video Teleconference Technician	30.57	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	25.18	
14042	Computer Operator II	28.19	
14043	Computer Operator III	31.42	
14044	Computer Operator IV	34.89	
14045	Computer Operator V	38.68	
14071	Computer Programmer I (see 1)	nan	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	25.18	
14160	Personal Computer Support Technician	34.89	
14170	System Support Specialist	40.07	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	38.18	
15020	Aircrew Training Devices Instructor (Rated)	46.20	
15030	Air Crew Training Devices Instructor (Pilot)	55.38	
15050	Computer Based Training Specialist / Instructor	38.18	
15060	Educational Technologist	46.20	
15070	Flight Instructor (Pilot)	55.38	
15080	Graphic Artist	38.26	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	55.38	
15086	Maintenance Test Pilot, Rotary Wing	55.38	
15088	Non-Maintenance Test/Co-Pilot	55.38	
15090	Technical Instructor	32.11	
15095	Technical Instructor/Course Developer	39.27	
15110	Test Proctor	25.91	
15120	Tutor	25.91	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	18.47	

16030	Counter Attendant	18.47	
16040	Dry Cleaner	21.11	
16070	Finisher, Flatwork, Machine	18.47	
16090	Presser, Hand	18.47	
16110	Presser, Machine, Drycleaning	18.47	
16130	Presser, Machine, Shirts	18.47	
16160	Presser, Machine, Wearing Apparel, Laundry	18.47	
16190	Sewing Machine Operator	21.99	
16220	Tailor	22.87	
16250	Washer, Machine	19.35	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	29.55	
19040	Tool And Die Maker	35.89	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	22.38	
21030	Material Coordinator	26.81	
21040	Material Expediter	26.81	
21050	Material Handling Laborer	17.58	
21071	Order Filler	16.95	
21080	Production Line Worker (Food Processing)	22.38	
21110	Shipping Packer	18.17	
21130	Shipping/Receiving Clerk	18.17	
21140	Store Worker I	17.59	
21150	Stock Clerk	21.28	
21210	Tools And Parts Attendant	22.38	
21410	Warehouse Specialist	22.38	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	41.02	
23019	Aircraft Logs and Records Technician	32.52	
23021	Aircraft Mechanic I	38.95	
23022	Aircraft Mechanic II	41.02	
23023	Aircraft Mechanic III	43.02	
23040	Aircraft Mechanic Helper	27.42	
23050	Aircraft, Painter	36.99	
23060	Aircraft Servicer	32.52	
23070	Aircraft Survival Flight Equipment Technician	36.99	
23080	Aircraft Worker	34.84	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	34.84	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	38.95	
23110	Appliance Mechanic	22.98	
23120	Bicycle Repairer	17.98	
23125	Cable Splicer	37.49	
23130	Carpenter, Maintenance	27.50	
23140	Carpet Layer	22.54	
23160	Electrician, Maintenance	30.37	
23181	Electronics Technician Maintenance I	34.31	
23182	Electronics Technician Maintenance II	36.43	
23183	Electronics Technician Maintenance III	38.36	
23260	Fabric Worker	26.61	
23290	Fire Alarm System Mechanic	29.84	
23310	Fire Extinguisher Repairer	24.53	
23311	Fuel Distribution System Mechanic	37.07	
23312	Fuel Distribution System Operator	28.53	

23370	General Maintenance Worker	23.61	
23380	Ground Support Equipment Mechanic	38.95	
23381	Ground Support Equipment Servicer	32.52	
23382	Ground Support Equipment Worker	34.84	
23391	Gunsmith I	24.53	
23392	Gunsmith II	28.51	
23393	Gunsmith III	31.87	
23410	Heating, Ventilation And Air-Conditioning	30.17	
23411	Heating, Ventilation And Air Contidioning	31.78	
23430	Heavy Equipment Mechanic	29.69	
23440	Heavy Equipment Operator	27.40	
23460	Instrument Mechanic	33.14	
23465	Laboratory/Shelter Mechanic	30.27	
23470	Laborer	17.83	
23510	Locksmith	32.72	
23530	Machinery Maintenance Mechanic	30.29	
23550	Machinist, Maintenance	31.20	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	33.14	
23592	Metrology Technician II	34.91	
23593	Metrology Technician III	36.61	
23640	Millwright	29.89	
23710	Office Appliance Repairer	22.96	
23760	Painter, Maintenance	22.76	
23790	Pipefitter, Maintenance	31.30	
23810	Plumber, Maintenance	29.73	
23820	Pneudraulic Systems Mechanic	31.87	
23850	Rigger	34.16	
23870	Scale Mechanic	28.51	
23890	Sheet-Metal Worker, Maintenance	29.06	
23910	Small Engine Mechanic	23.01	
23931	Telecommunications Mechanic I	37.06	
23932	Telecommunications Mechanic II	39.03	
23950	Telephone Lineman	39.78	
23960	Welder, Combination, Maintenance	27.58	
23965	Well Driller	28.79	
23970	Woodcraft Worker	31.87	
23980	Woodworker	24.53	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	20.75	
24570	Child Care Attendant	16.47	
24580	Child Care Center Clerk	20.53	
24610	Chore Aide	15.60	***
24620	Family Readiness And Support Services	20.75	
24630	Homemaker	20.75	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	38.36	
25040	Sewage Plant Operator	28.60	
25070	Stationary Engineer	38.36	
25190	Ventilation Equipment Tender	27.00	
25210	Water Treatment Plant Operator	28.60	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.90	

27007	Baggage Inspector	19.39	
27008	Corrections Officer	29.35	
27010	Court Security Officer	30.66	
27030	Detection Dog Handler	21.69	
27040	Detention Officer	29.35	
27070	Firefighter	31.96	
27101	Guard I	19.39	
27102	Guard II	21.69	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.60	
28042	Carnival Equipment Repairer	20.33	
28043	Carnival Worker	14.23	***
28210	Gate Attendant/Gate Tender	19.88	
28310	Lifeguard	13.98	***
28350	Park Attendant (Aide)	22.24	
28510	Recreation Aide/Health Facility Attendant	16.24	
28515	Recreation Specialist	27.56	
28630	Sports Official	17.71	
28690	Swimming Pool Operator	23.63	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	35.06	
29020	Hatch Tender	35.06	
29030	Line Handler	35.06	
29041	Stevedore I	32.73	
29042	Stevedore II	37.23	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	48.97	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	33.77	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19	
30021	Archeological Technician I	20.86	
30022	Archeological Technician II	23.34	
30023	Archeological Technician III	28.90	
30030	Cartographic Technician	28.90	
30040	Civil Engineering Technician	34.36	
30051	Cryogenic Technician I	32.01	
30052	Cryogenic Technician II	35.36	
30061	Drafter/CAD Operator I	20.86	
30062	Drafter/CAD Operator II	23.34	
30063	Drafter/CAD Operator III	26.01	
30064	Drafter/CAD Operator IV	32.01	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	28.90	
30095	Evidence Control Specialist	28.90	
30210	Laboratory Technician	28.21	
30221	Latent Fingerprint Technician I	37.63	
30222	Latent Fingerprint Technician II	41.56	

30240	Mathematical Technician	35.01	
30361	Paralegal/Legal Assistant I	24.57	
30362	Paralegal/Legal Assistant II	30.45	
30363	Paralegal/Legal Assistant III	37.23	
30364	Paralegal/Legal Assistant IV	45.04	
30375	Petroleum Supply Specialist	35.36	
30390	Photo-Optics Technician	28.90	
30395	Radiation Control Technician	35.36	
30461	Technical Writer I	31.20	
30462	Technical Writer II	38.15	
30463	Technical Writer III	46.16	
30491	Unexploded Ordnance (UXO) Technician I	31.12	
30492	Unexploded Ordnance (UXO) Technician II	37.66	
30493	Unexploded Ordnance (UXO) Technician III	45.14	
30494	Unexploded (UXO) Safety Escort	31.12	
30495	Unexploded (UXO) Sweep Personnel	31.12	
30501	Weather Forecaster I	32.01	
30502	Weather Forecaster II	38.93	
30620	Weather Observer, Combined Upper Air Or (see 2)	26.01	
30621	Weather Observer, Senior (see 2)	28.90	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	37.66	
31020	Bus Aide	16.66	
31030	Bus Driver	23.92	
31043	Driver Courier	20.34	
31260	Parking and Lot Attendant	16.01	***
31290	Shuttle Bus Driver	19.93	
31310	Taxi Driver	17.71	
31361	Truckdriver, Light	22.24	
31362	Truckdriver, Medium	24.14	
31363	Truckdriver, Heavy	26.16	
31364	Truckdriver, Tractor-Trailer	26.16	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	18.36	
99030	Cashier	14.39	***
99050	Desk Clerk	15.36	***
99095	Embalmer	34.10	
99130	Flight Follower	31.12	
99251	Laboratory Animal Caretaker I	17.93	
99252	Laboratory Animal Caretaker II	19.60	
99260	Marketing Analyst	37.98	
99310	Mortician	34.10	
99410	Pest Controller	21.91	
99510	Photofinishing Worker	20.52	
99710	Recycling Laborer	22.98	
99711	Recycling Specialist	28.16	
99730	Refuse Collector	20.95	
99810	Sales Clerk	15.66	***
99820	School Crossing Guard	18.02	
99830	Survey Party Chief	31.00	
99831	Surveying Aide	19.26	
99832	Surveying Technician	29.45	
99840	Vending Machine Attendant	17.03	
99841	Vending Machine Repairer	21.64	
99842	Vending Machine Repairer Helper	17.03	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4283

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4283/26>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Clarke, Culpeper, Rappahannock, Warren

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.72	
01012	Accounting Clerk II	22.15	
01013	Accounting Clerk III	24.77	
01020	Administrative Assistant	38.21	
01035	Court Reporter	28.71	
01041	Customer Service Representative I	16.73	
01042	Customer Service Representative II	18.25	
01043	Customer Service Representative III	20.48	
01051	Data Entry Operator I	17.09	
01052	Data Entry Operator II	18.65	
01060	Dispatcher, Motor Vehicle	23.66	
01070	Document Preparation Clerk	19.93	
01090	Duplicating Machine Operator	19.93	
01111	General Clerk I	17.51	

01112	General Clerk II	19.12	
01113	General Clerk III	21.47	
01120	Housing Referral Assistant	26.03	
01141	Messenger Courier	19.79	
01191	Order Clerk I	17.71	
01192	Order Clerk II	19.32	
01261	Personnel Assistant (Employment) I	20.17	
01262	Personnel Assistant (Employment) II	22.56	
01263	Personnel Assistant (Employment) III	25.15	
01270	Production Control Clerk	26.81	
01290	Rental Clerk	19.99	
01300	Scheduler, Maintenance	20.87	
01311	Secretary I	20.87	
01312	Secretary II	23.35	
01313	Secretary III	26.03	
01320	Service Order Dispatcher	21.16	
01410	Supply Technician	38.21	
01420	Survey Worker	21.66	
01460	Switchboard Operator/Receptionist	17.45	
01531	Travel Clerk I	20.59	
01532	Travel Clerk II	22.45	
01533	Travel Clerk III	24.24	
01611	Word Processor I	18.62	
01612	Word Processor II	20.92	
01613	Word Processor III	23.39	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.12	
05010	Automotive Electrician	26.35	
05040	Automotive Glass Installer	24.82	
05070	Automotive Worker	24.82	
05110	Mobile Equipment Servicer	21.35	
05130	Motor Equipment Metal Mechanic	27.74	
05160	Motor Equipment Metal Worker	24.82	
05190	Motor Vehicle Mechanic	27.74	
05220	Motor Vehicle Mechanic Helper	19.53	
05250	Motor Vehicle Upholstery Worker	23.17	
05280	Motor Vehicle Wrecker	24.82	
05310	Painter, Automotive	26.35	
05340	Radiator Repair Specialist	24.82	
05370	Tire Repairer	16.81	
05400	Transmission Repair Specialist	27.74	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.68	
07041	Cook I	18.44	
07042	Cook II	21.44	
07070	Dishwasher	16.05	***
07130	Food Service Worker	16.20	
07210	Meat Cutter	21.58	
07260	Waiter/Waitress	15.53	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.30	
09040	Furniture Handler	14.06	***
09080	Furniture Refinisher	22.09	

09090	Furniture Refinisher Helper	16.71	
09110	Furniture Repairer, Minor	19.82	
09130	Upholsterer	18.25	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.75	***
11060	Elevator Operator	15.87	***
11090	Gardener	24.11	
11122	Housekeeping Aide	16.87	
11150	Janitor	16.87	
11210	Laborer, Grounds Maintenance	18.22	
11240	Maid or Houseman	16.04	***
11260	Pruner	17.39	
11270	Tractor Operator	22.05	
11330	Trail Maintenance Worker	18.22	
11360	Window Cleaner	17.67	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	24.09	
12011	Breath Alcohol Technician	26.39	
12012	Certified Occupational Therapist Assistant	35.59	
12015	Certified Physical Therapist Assistant	32.55	
12020	Dental Assistant	23.78	
12025	Dental Hygienist	50.20	
12030	EKG Technician	39.45	
12035	Electroneurodiagnostic Technologist	39.45	
12040	Emergency Medical Technician	24.09	
12071	Licensed Practical Nurse I	23.60	
12072	Licensed Practical Nurse II	26.39	
12073	Licensed Practical Nurse III	29.42	
12100	Medical Assistant	20.85	
12130	Medical Laboratory Technician	30.04	
12160	Medical Record Clerk	23.61	
12190	Medical Record Technician	27.06	
12195	Medical Transcriptionist	20.72	
12210	Nuclear Medicine Technologist	43.80	
12221	Nursing Assistant I	14.54	***
12222	Nursing Assistant II	16.35	
12223	Nursing Assistant III	17.84	
12224	Nursing Assistant IV	20.04	
12235	Optical Dispenser	25.02	
12236	Optical Technician	23.50	
12250	Pharmacy Technician	20.24	
12280	Phlebotomist	22.95	
12305	Radiologic Technologist	39.19	
12311	Registered Nurse I	30.40	
12312	Registered Nurse II	36.78	
12313	Registered Nurse II, Specialist	36.78	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.91	
12317	Scheduler (Drug and Alcohol Testing)	32.71	
12320	Substance Abuse Treatment Counselor	28.96	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	24.30	

13012	Exhibits Specialist II	30.10	
13013	Exhibits Specialist III	36.82	
13041	Illustrator I	24.34	
13042	Illustrator II	30.14	
13043	Illustrator III	36.88	
13047	Librarian	42.46	
13050	Library Aide/Clerk	19.29	
13054	Library Information Technology Systems	38.33	
13058	Library Technician	23.58	
13061	Media Specialist I	27.67	
13062	Media Specialist II	30.94	
13063	Media Specialist III	34.50	
13071	Photographer I	20.30	
13072	Photographer II	22.69	
13073	Photographer III	28.12	
13074	Photographer IV	34.40	
13075	Photographer V	41.62	
13090	Technical Order Library Clerk	24.23	
13110	Video Teleconference Technician	30.57	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	25.18	
14042	Computer Operator II	28.19	
14043	Computer Operator III	31.42	
14044	Computer Operator IV	34.89	
14045	Computer Operator V	38.68	
14071	Computer Programmer I (see 1)	nan	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	25.18	
14160	Personal Computer Support Technician	34.89	
14170	System Support Specialist	40.07	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	38.18	
15020	Aircrew Training Devices Instructor (Rated)	46.20	
15030	Air Crew Training Devices Instructor (Pilot)	55.38	
15050	Computer Based Training Specialist / Instructor	38.18	
15060	Educational Technologist	46.20	
15070	Flight Instructor (Pilot)	55.38	
15080	Graphic Artist	38.26	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	55.38	
15086	Maintenance Test Pilot, Rotary Wing	55.38	
15088	Non-Maintenance Test/Co-Pilot	55.38	
15090	Technical Instructor	32.11	
15095	Technical Instructor/Course Developer	39.27	
15110	Test Proctor	25.91	
15120	Tutor	25.91	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	18.47	
16030	Counter Attendant	18.47	

16040	Dry Cleaner	21.11	
16070	Finisher, Flatwork, Machine	18.47	
16090	Presser, Hand	18.47	
16110	Presser, Machine, Drycleaning	18.47	
16130	Presser, Machine, Shirts	18.47	
16160	Presser, Machine, Wearing Apparel, Laundry	18.47	
16190	Sewing Machine Operator	21.99	
16220	Tailor	22.87	
16250	Washer, Machine	19.35	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	29.55	
19040	Tool And Die Maker	35.89	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	22.38	
21030	Material Coordinator	26.81	
21040	Material Expediter	26.81	
21050	Material Handling Laborer	17.58	
21071	Order Filler	16.61	
21080	Production Line Worker (Food Processing)	22.38	
21110	Shipping Packer	18.17	
21130	Shipping/Receiving Clerk	18.17	
21140	Store Worker I	17.59	
21150	Stock Clerk	21.28	
21210	Tools And Parts Attendant	22.38	
21410	Warehouse Specialist	22.38	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	41.02	
23019	Aircraft Logs and Records Technician	32.52	
23021	Aircraft Mechanic I	38.95	
23022	Aircraft Mechanic II	41.02	
23023	Aircraft Mechanic III	43.02	
23040	Aircraft Mechanic Helper	27.42	
23050	Aircraft, Painter	36.99	
23060	Aircraft Servicer	32.52	
23070	Aircraft Survival Flight Equipment Technician	36.99	
23080	Aircraft Worker	34.84	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	34.84	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	38.95	
23110	Appliance Mechanic	22.98	
23120	Bicycle Repairer	17.98	
23125	Cable Splicer	37.49	
23130	Carpenter, Maintenance	27.50	
23140	Carpet Layer	23.13	
23160	Electrician, Maintenance	30.37	
23181	Electronics Technician Maintenance I	34.31	
23182	Electronics Technician Maintenance II	36.43	
23183	Electronics Technician Maintenance III	38.36	
23260	Fabric Worker	26.61	
23290	Fire Alarm System Mechanic	29.84	
23310	Fire Extinguisher Repairer	24.53	
23311	Fuel Distribution System Mechanic	37.07	
23312	Fuel Distribution System Operator	28.53	
23370	General Maintenance Worker	23.61	

23380	Ground Support Equipment Mechanic	38.95	
23381	Ground Support Equipment Servicer	32.52	
23382	Ground Support Equipment Worker	34.84	
23391	Gunsmith I	24.53	
23392	Gunsmith II	28.51	
23393	Gunsmith III	31.87	
23410	Heating, Ventilation And Air-Conditioning	30.17	
23411	Heating, Ventilation And Air Contidioning	31.78	
23430	Heavy Equipment Mechanic	29.69	
23440	Heavy Equipment Operator	27.40	
23460	Instrument Mechanic	33.23	
23465	Laboratory/Shelter Mechanic	30.27	
23470	Laborer	17.83	
23510	Locksmith	32.72	
23530	Machinery Maintenance Mechanic	30.29	
23550	Machinist, Maintenance	31.20	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	33.23	
23592	Metrology Technician II	34.99	
23593	Metrology Technician III	36.71	
23640	Millwright	29.89	
23710	Office Appliance Repairer	22.46	
23760	Painter, Maintenance	22.76	
23790	Pipefitter, Maintenance	31.30	
23810	Plumber, Maintenance	29.73	
23820	Pneudraulic Systems Mechanic	31.87	
23850	Rigger	34.16	
23870	Scale Mechanic	28.51	
23890	Sheet-Metal Worker, Maintenance	29.06	
23910	Small Engine Mechanic	23.13	
23931	Telecommunications Mechanic I	37.06	
23932	Telecommunications Mechanic II	39.03	
23950	Telephone Lineman	39.78	
23960	Welder, Combination, Maintenance	27.58	
23965	Well Driller	28.79	
23970	Woodcraft Worker	31.87	
23980	Woodworker	24.53	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	20.75	
24570	Child Care Attendant	16.47	
24580	Child Care Center Clerk	20.53	
24610	Chore Aide	15.60	***
24620	Family Readiness And Support Services	20.75	
24630	Homemaker	20.75	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	38.36	
25040	Sewage Plant Operator	28.60	
25070	Stationary Engineer	38.36	
25190	Ventilation Equipment Tender	27.00	
25210	Water Treatment Plant Operator	28.60	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.90	
27007	Baggage Inspector	19.39	

27008	Corrections Officer	29.35	
27010	Court Security Officer	30.66	
27030	Detection Dog Handler	21.69	
27040	Detention Officer	29.35	
27070	Firefighter	31.96	
27101	Guard I	19.39	
27102	Guard II	21.69	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.60	
28042	Carnival Equipment Repairer	20.33	
28043	Carnival Worker	14.23	***
28210	Gate Attendant/Gate Tender	19.88	
28310	Lifeguard	13.98	***
28350	Park Attendant (Aide)	22.24	
28510	Recreation Aide/Health Facility Attendant	16.24	
28515	Recreation Specialist	27.56	
28630	Sports Official	17.71	
28690	Swimming Pool Operator	23.63	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	35.06	
29020	Hatch Tender	35.06	
29030	Line Handler	35.06	
29041	Stevedore I	32.73	
29042	Stevedore II	37.23	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	48.97	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	33.77	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19	
30021	Archeological Technician I	20.86	
30022	Archeological Technician II	23.34	
30023	Archeological Technician III	28.90	
30030	Cartographic Technician	28.90	
30040	Civil Engineering Technician	34.36	
30051	Cryogenic Technician I	32.01	
30052	Cryogenic Technician II	35.36	
30061	Drafter/CAD Operator I	20.86	
30062	Drafter/CAD Operator II	23.34	
30063	Drafter/CAD Operator III	26.01	
30064	Drafter/CAD Operator IV	32.01	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	28.90	
30095	Evidence Control Specialist	28.90	
30210	Laboratory Technician	28.21	
30221	Latent Fingerprint Technician I	37.63	
30222	Latent Fingerprint Technician II	41.56	
30240	Mathematical Technician	34.97	

30361	Paralegal/Legal Assistant I	24.57	
30362	Paralegal/Legal Assistant II	30.45	
30363	Paralegal/Legal Assistant III	37.23	
30364	Paralegal/Legal Assistant IV	45.04	
30375	Petroleum Supply Specialist	35.36	
30390	Photo-Optics Technician	28.90	
30395	Radiation Control Technician	35.36	
30461	Technical Writer I	31.20	
30462	Technical Writer II	38.15	
30463	Technical Writer III	46.16	
30491	Unexploded Ordnance (UXO) Technician I	31.12	
30492	Unexploded Ordnance (UXO) Technician II	37.66	
30493	Unexploded Ordnance (UXO) Technician III	45.14	
30494	Unexploded (UXO) Safety Escort	31.12	
30495	Unexploded (UXO) Sweep Personnel	31.12	
30501	Weather Forecaster I	32.01	
30502	Weather Forecaster II	38.93	
30620	Weather Observer, Combined Upper Air Or (see 2)	26.01	
30621	Weather Observer, Senior (see 2)	28.90	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	37.66	
31020	Bus Aide	16.66	
31030	Bus Driver	23.92	
31043	Driver Courier	20.34	
31260	Parking and Lot Attendant	16.01	***
31290	Shuttle Bus Driver	19.93	
31310	Taxi Driver	17.71	
31361	Truckdriver, Light	22.24	
31362	Truckdriver, Medium	24.14	
31363	Truckdriver, Heavy	26.16	
31364	Truckdriver, Tractor-Trailer	26.16	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	18.36	
99030	Cashier	14.39	***
99050	Desk Clerk	15.36	***
99095	Embalmer	30.55	
99130	Flight Follower	31.12	
99251	Laboratory Animal Caretaker I	17.93	
99252	Laboratory Animal Caretaker II	19.60	
99260	Marketing Analyst	37.98	
99310	Mortician	30.55	
99410	Pest Controller	21.91	
99510	Photofinishing Worker	20.52	
99710	Recycling Laborer	22.73	
99711	Recycling Specialist	26.56	
99730	Refuse Collector	20.95	
99810	Sales Clerk	15.66	***
99820	School Crossing Guard	18.02	
99830	Survey Party Chief	31.94	
99831	Surveying Aide	19.94	
99832	Surveying Technician	27.33	
99840	Vending Machine Attendant	17.03	
99841	Vending Machine Repairer	21.53	
99842	Vending Machine Repairer Helper	17.03	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4285

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4285/25>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Jefferson

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.72	
01012	Accounting Clerk II	22.15	
01013	Accounting Clerk III	24.77	
01020	Administrative Assistant	38.21	
01035	Court Reporter	28.71	
01041	Customer Service Representative I	16.73	
01042	Customer Service Representative II	18.25	
01043	Customer Service Representative III	20.48	
01051	Data Entry Operator I	17.09	
01052	Data Entry Operator II	18.65	
01060	Dispatcher, Motor Vehicle	23.66	
01070	Document Preparation Clerk	19.93	
01090	Duplicating Machine Operator	19.93	
01111	General Clerk I	17.51	

01112	General Clerk II	19.12	
01113	General Clerk III	21.47	
01120	Housing Referral Assistant	26.03	
01141	Messenger Courier	19.79	
01191	Order Clerk I	17.71	
01192	Order Clerk II	19.32	
01261	Personnel Assistant (Employment) I	20.17	
01262	Personnel Assistant (Employment) II	22.56	
01263	Personnel Assistant (Employment) III	25.15	
01270	Production Control Clerk	26.81	
01290	Rental Clerk	19.99	
01300	Scheduler, Maintenance	20.87	
01311	Secretary I	20.87	
01312	Secretary II	23.35	
01313	Secretary III	26.03	
01320	Service Order Dispatcher	21.16	
01410	Supply Technician	38.21	
01420	Survey Worker	21.66	
01460	Switchboard Operator/Receptionist	17.45	
01531	Travel Clerk I	20.59	
01532	Travel Clerk II	22.45	
01533	Travel Clerk III	24.24	
01611	Word Processor I	18.62	
01612	Word Processor II	20.92	
01613	Word Processor III	23.39	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	28.60	
05010	Automotive Electrician	26.35	
05040	Automotive Glass Installer	24.82	
05070	Automotive Worker	24.82	
05110	Mobile Equipment Servicer	21.35	
05130	Motor Equipment Metal Mechanic	27.74	
05160	Motor Equipment Metal Worker	24.82	
05190	Motor Vehicle Mechanic	27.74	
05220	Motor Vehicle Mechanic Helper	19.53	
05250	Motor Vehicle Upholstery Worker	23.17	
05280	Motor Vehicle Wrecker	24.82	
05310	Painter, Automotive	26.35	
05340	Radiator Repair Specialist	24.82	
05370	Tire Repairer	16.81	
05400	Transmission Repair Specialist	27.74	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.68	
07041	Cook I	18.44	
07042	Cook II	21.44	
07070	Dishwasher	16.05	***
07130	Food Service Worker	16.20	
07210	Meat Cutter	21.58	
07260	Waiter/Waitress	15.53	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.71	
09040	Furniture Handler	14.06	***
09080	Furniture Refinisher	22.55	

09090	Furniture Refinisher Helper	16.71	
09110	Furniture Repairer, Minor	19.82	
09130	Upholsterer	18.10	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.75	***
11060	Elevator Operator	15.87	***
11090	Gardener	24.11	
11122	Housekeeping Aide	16.87	
11150	Janitor	16.87	
11210	Laborer, Grounds Maintenance	18.22	
11240	Maid or Houseman	16.04	***
11260	Pruner	17.39	
11270	Tractor Operator	22.05	
11330	Trail Maintenance Worker	18.22	
11360	Window Cleaner	17.67	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	24.09	
12011	Breath Alcohol Technician	26.39	
12012	Certified Occupational Therapist Assistant	35.59	
12015	Certified Physical Therapist Assistant	33.02	
12020	Dental Assistant	23.78	
12025	Dental Hygienist	50.57	
12030	EKG Technician	39.45	
12035	Electroneurodiagnostic Technologist	39.45	
12040	Emergency Medical Technician	24.09	
12071	Licensed Practical Nurse I	23.60	
12072	Licensed Practical Nurse II	26.39	
12073	Licensed Practical Nurse III	29.42	
12100	Medical Assistant	20.85	
12130	Medical Laboratory Technician	30.04	
12160	Medical Record Clerk	23.61	
12190	Medical Record Technician	27.06	
12195	Medical Transcriptionist	20.72	
12210	Nuclear Medicine Technologist	43.80	
12221	Nursing Assistant I	14.54	***
12222	Nursing Assistant II	16.35	
12223	Nursing Assistant III	17.84	
12224	Nursing Assistant IV	20.04	
12235	Optical Dispenser	25.02	
12236	Optical Technician	23.50	
12250	Pharmacy Technician	20.24	
12280	Phlebotomist	22.95	
12305	Radiologic Technologist	39.19	
12311	Registered Nurse I	30.40	
12312	Registered Nurse II	36.78	
12313	Registered Nurse II, Specialist	36.78	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.91	
12317	Scheduler (Drug and Alcohol Testing)	32.71	
12320	Substance Abuse Treatment Counselor	28.96	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	24.30	

13012	Exhibits Specialist II	30.10	
13013	Exhibits Specialist III	36.82	
13041	Illustrator I	24.49	
13042	Illustrator II	30.33	
13043	Illustrator III	37.10	
13047	Librarian	42.46	
13050	Library Aide/Clerk	19.29	
13054	Library Information Technology Systems	38.33	
13058	Library Technician	23.58	
13061	Media Specialist I	27.67	
13062	Media Specialist II	30.94	
13063	Media Specialist III	34.50	
13071	Photographer I	20.30	
13072	Photographer II	22.69	
13073	Photographer III	28.12	
13074	Photographer IV	34.40	
13075	Photographer V	41.62	
13090	Technical Order Library Clerk	24.23	
13110	Video Teleconference Technician	30.57	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	25.18	
14042	Computer Operator II	28.19	
14043	Computer Operator III	31.42	
14044	Computer Operator IV	34.89	
14045	Computer Operator V	38.68	
14071	Computer Programmer I (see 1)	nan	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	25.18	
14160	Personal Computer Support Technician	34.89	
14170	System Support Specialist	40.07	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	38.18	
15020	Aircrew Training Devices Instructor (Rated)	46.20	
15030	Air Crew Training Devices Instructor (Pilot)	55.38	
15050	Computer Based Training Specialist / Instructor	38.18	
15060	Educational Technologist	46.20	
15070	Flight Instructor (Pilot)	55.38	
15080	Graphic Artist	38.26	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	55.38	
15086	Maintenance Test Pilot, Rotary Wing	55.38	
15088	Non-Maintenance Test/Co-Pilot	55.38	
15090	Technical Instructor	32.11	
15095	Technical Instructor/Course Developer	39.27	
15110	Test Proctor	25.91	
15120	Tutor	25.91	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	18.47	
16030	Counter Attendant	18.47	

16040	Dry Cleaner	21.11	
16070	Finisher, Flatwork, Machine	18.47	
16090	Presser, Hand	18.47	
16110	Presser, Machine, Drycleaning	18.47	
16130	Presser, Machine, Shirts	18.47	
16160	Presser, Machine, Wearing Apparel, Laundry	18.47	
16190	Sewing Machine Operator	21.99	
16220	Tailor	22.87	
16250	Washer, Machine	19.35	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	29.55	
19040	Tool And Die Maker	35.89	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	22.38	
21030	Material Coordinator	26.81	
21040	Material Expediter	26.81	
21050	Material Handling Laborer	17.58	
21071	Order Filler	16.61	
21080	Production Line Worker (Food Processing)	22.38	
21110	Shipping Packer	18.17	
21130	Shipping/Receiving Clerk	18.17	
21140	Store Worker I	17.59	
21150	Stock Clerk	21.28	
21210	Tools And Parts Attendant	22.38	
21410	Warehouse Specialist	22.38	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	41.02	
23019	Aircraft Logs and Records Technician	32.52	
23021	Aircraft Mechanic I	38.95	
23022	Aircraft Mechanic II	41.02	
23023	Aircraft Mechanic III	43.02	
23040	Aircraft Mechanic Helper	27.42	
23050	Aircraft, Painter	36.99	
23060	Aircraft Servicer	32.52	
23070	Aircraft Survival Flight Equipment Technician	36.99	
23080	Aircraft Worker	34.84	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	34.84	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	38.95	
23110	Appliance Mechanic	22.98	
23120	Bicycle Repairer	17.98	
23125	Cable Splicer	37.49	
23130	Carpenter, Maintenance	27.50	
23140	Carpet Layer	22.54	
23160	Electrician, Maintenance	30.37	
23181	Electronics Technician Maintenance I	34.31	
23182	Electronics Technician Maintenance II	36.43	
23183	Electronics Technician Maintenance III	38.36	
23260	Fabric Worker	26.61	
23290	Fire Alarm System Mechanic	29.84	
23310	Fire Extinguisher Repairer	24.53	
23311	Fuel Distribution System Mechanic	37.07	
23312	Fuel Distribution System Operator	28.53	
23370	General Maintenance Worker	23.61	

23380	Ground Support Equipment Mechanic	38.95	
23381	Ground Support Equipment Servicer	32.52	
23382	Ground Support Equipment Worker	34.84	
23391	Gunsmith I	24.53	
23392	Gunsmith II	28.51	
23393	Gunsmith III	31.87	
23410	Heating, Ventilation And Air-Conditioning	30.17	
23411	Heating, Ventilation And Air Contidioning	31.78	
23430	Heavy Equipment Mechanic	29.69	
23440	Heavy Equipment Operator	27.40	
23460	Instrument Mechanic	33.14	
23465	Laboratory/Shelter Mechanic	30.27	
23470	Laborer	17.58	
23510	Locksmith	32.72	
23530	Machinery Maintenance Mechanic	30.29	
23550	Machinist, Maintenance	31.20	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	33.14	
23592	Metrology Technician II	34.91	
23593	Metrology Technician III	36.61	
23640	Millwright	29.89	
23710	Office Appliance Repairer	22.96	
23760	Painter, Maintenance	22.76	
23790	Pipefitter, Maintenance	31.30	
23810	Plumber, Maintenance	29.73	
23820	Pneudraulic Systems Mechanic	31.87	
23850	Rigger	34.16	
23870	Scale Mechanic	28.51	
23890	Sheet-Metal Worker, Maintenance	29.06	
23910	Small Engine Mechanic	23.01	
23931	Telecommunications Mechanic I	37.06	
23932	Telecommunications Mechanic II	39.03	
23950	Telephone Lineman	39.78	
23960	Welder, Combination, Maintenance	27.58	
23965	Well Driller	28.79	
23970	Woodcraft Worker	31.87	
23980	Woodworker	24.53	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	20.75	
24570	Child Care Attendant	16.47	
24580	Child Care Center Clerk	20.53	
24610	Chore Aide	15.60	***
24620	Family Readiness And Support Services	20.75	
24630	Homemaker	20.75	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	38.36	
25040	Sewage Plant Operator	28.60	
25070	Stationary Engineer	38.36	
25190	Ventilation Equipment Tender	27.00	
25210	Water Treatment Plant Operator	28.60	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.90	
27007	Baggage Inspector	19.39	

27008	Corrections Officer	29.35	
27010	Court Security Officer	30.66	
27030	Detection Dog Handler	21.69	
27040	Detention Officer	29.35	
27070	Firefighter	31.96	
27101	Guard I	19.39	
27102	Guard II	21.69	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.60	
28042	Carnival Equipment Repairer	20.33	
28043	Carnival Worker	14.23	***
28210	Gate Attendant/Gate Tender	19.88	
28310	Lifeguard	13.98	***
28350	Park Attendant (Aide)	22.24	
28510	Recreation Aide/Health Facility Attendant	16.24	
28515	Recreation Specialist	27.56	
28630	Sports Official	17.71	
28690	Swimming Pool Operator	23.63	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	35.06	
29020	Hatch Tender	35.06	
29030	Line Handler	35.06	
29041	Stevedore I	32.73	
29042	Stevedore II	37.23	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	48.97	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	33.77	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19	
30021	Archeological Technician I	20.86	
30022	Archeological Technician II	23.34	
30023	Archeological Technician III	28.90	
30030	Cartographic Technician	28.90	
30040	Civil Engineering Technician	34.36	
30051	Cryogenic Technician I	32.01	
30052	Cryogenic Technician II	35.36	
30061	Drafter/CAD Operator I	20.86	
30062	Drafter/CAD Operator II	23.34	
30063	Drafter/CAD Operator III	26.01	
30064	Drafter/CAD Operator IV	32.01	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	28.90	
30095	Evidence Control Specialist	28.90	
30210	Laboratory Technician	28.21	
30221	Latent Fingerprint Technician I	37.63	
30222	Latent Fingerprint Technician II	41.56	
30240	Mathematical Technician	35.01	

30361	Paralegal/Legal Assistant I	24.57	
30362	Paralegal/Legal Assistant II	30.45	
30363	Paralegal/Legal Assistant III	37.23	
30364	Paralegal/Legal Assistant IV	45.04	
30375	Petroleum Supply Specialist	35.36	
30390	Photo-Optics Technician	28.90	
30395	Radiation Control Technician	35.36	
30461	Technical Writer I	31.20	
30462	Technical Writer II	38.15	
30463	Technical Writer III	46.16	
30491	Unexploded Ordnance (UXO) Technician I	31.12	
30492	Unexploded Ordnance (UXO) Technician II	37.66	
30493	Unexploded Ordnance (UXO) Technician III	45.14	
30494	Unexploded (UXO) Safety Escort	31.12	
30495	Unexploded (UXO) Sweep Personnel	31.12	
30501	Weather Forecaster I	32.01	
30502	Weather Forecaster II	38.93	
30620	Weather Observer, Combined Upper Air Or (see 2)	26.01	
30621	Weather Observer, Senior (see 2)	28.90	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	37.66	
31020	Bus Aide	16.66	
31030	Bus Driver	23.92	
31043	Driver Courier	20.34	
31260	Parking and Lot Attendant	16.01	***
31290	Shuttle Bus Driver	19.93	
31310	Taxi Driver	17.71	
31361	Truckdriver, Light	22.24	
31362	Truckdriver, Medium	24.14	
31363	Truckdriver, Heavy	26.16	
31364	Truckdriver, Tractor-Trailer	26.16	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	18.36	
99030	Cashier	14.39	***
99050	Desk Clerk	15.36	***
99095	Embalmer	34.10	
99130	Flight Follower	31.12	
99251	Laboratory Animal Caretaker I	17.93	
99252	Laboratory Animal Caretaker II	19.60	
99260	Marketing Analyst	37.98	
99310	Mortician	34.10	
99410	Pest Controller	21.91	
99510	Photofinishing Worker	20.52	
99710	Recycling Laborer	22.98	
99711	Recycling Specialist	28.16	
99730	Refuse Collector	20.95	
99810	Sales Clerk	15.66	***
99820	School Crossing Guard	18.02	
99830	Survey Party Chief	33.27	
99831	Surveying Aide	20.67	
99832	Surveying Technician	29.45	
99840	Vending Machine Attendant	17.03	
99841	Vending Machine Repairer	21.64	
99842	Vending Machine Repairer Helper	17.03	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4287

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4287/25>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Fredericksburg, Spotsylvania

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.72	
01012	Accounting Clerk II	22.15	
01013	Accounting Clerk III	24.77	
01020	Administrative Assistant	38.21	
01035	Court Reporter	28.71	
01041	Customer Service Representative I	16.73	
01042	Customer Service Representative II	18.25	
01043	Customer Service Representative III	20.48	
01051	Data Entry Operator I	17.09	
01052	Data Entry Operator II	18.65	
01060	Dispatcher, Motor Vehicle	23.66	
01070	Document Preparation Clerk	19.93	
01090	Duplicating Machine Operator	19.93	
01111	General Clerk I	17.51	

01112	General Clerk II	19.12	
01113	General Clerk III	21.47	
01120	Housing Referral Assistant	26.03	
01141	Messenger Courier	19.79	
01191	Order Clerk I	17.71	
01192	Order Clerk II	19.32	
01261	Personnel Assistant (Employment) I	20.17	
01262	Personnel Assistant (Employment) II	22.56	
01263	Personnel Assistant (Employment) III	25.15	
01270	Production Control Clerk	26.81	
01290	Rental Clerk	19.99	
01300	Scheduler, Maintenance	20.87	
01311	Secretary I	20.87	
01312	Secretary II	23.35	
01313	Secretary III	26.03	
01320	Service Order Dispatcher	21.16	
01410	Supply Technician	38.21	
01420	Survey Worker	21.66	
01460	Switchboard Operator/Receptionist	17.45	
01531	Travel Clerk I	20.59	
01532	Travel Clerk II	22.45	
01533	Travel Clerk III	24.24	
01611	Word Processor I	18.62	
01612	Word Processor II	20.92	
01613	Word Processor III	23.39	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	28.60	
05010	Automotive Electrician	26.35	
05040	Automotive Glass Installer	24.82	
05070	Automotive Worker	24.82	
05110	Mobile Equipment Servicer	21.35	
05130	Motor Equipment Metal Mechanic	27.74	
05160	Motor Equipment Metal Worker	24.82	
05190	Motor Vehicle Mechanic	27.74	
05220	Motor Vehicle Mechanic Helper	19.53	
05250	Motor Vehicle Upholstery Worker	23.17	
05280	Motor Vehicle Wrecker	24.82	
05310	Painter, Automotive	26.35	
05340	Radiator Repair Specialist	24.82	
05370	Tire Repairer	16.81	
05400	Transmission Repair Specialist	27.74	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.68	
07041	Cook I	18.44	
07042	Cook II	21.44	
07070	Dishwasher	16.05	***
07130	Food Service Worker	16.20	
07210	Meat Cutter	21.58	
07260	Waiter/Waitress	15.53	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	25.01	
09040	Furniture Handler	14.06	***
09080	Furniture Refinisher	22.55	

09090	Furniture Refinisher Helper	16.71	
09110	Furniture Repairer, Minor	19.82	
09130	Upholsterer	19.86	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.75	***
11060	Elevator Operator	15.87	***
11090	Gardener	24.11	
11122	Housekeeping Aide	16.87	
11150	Janitor	16.87	
11210	Laborer, Grounds Maintenance	18.22	
11240	Maid or Houseman	16.04	***
11260	Pruner	17.39	
11270	Tractor Operator	22.05	
11330	Trail Maintenance Worker	18.22	
11360	Window Cleaner	17.67	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	24.09	
12011	Breath Alcohol Technician	26.39	
12012	Certified Occupational Therapist Assistant	35.59	
12015	Certified Physical Therapist Assistant	33.02	
12020	Dental Assistant	23.78	
12025	Dental Hygienist	50.57	
12030	EKG Technician	39.45	
12035	Electroneurodiagnostic Technologist	39.45	
12040	Emergency Medical Technician	24.09	
12071	Licensed Practical Nurse I	23.60	
12072	Licensed Practical Nurse II	26.39	
12073	Licensed Practical Nurse III	29.42	
12100	Medical Assistant	20.85	
12130	Medical Laboratory Technician	30.04	
12160	Medical Record Clerk	23.61	
12190	Medical Record Technician	27.06	
12195	Medical Transcriptionist	20.72	
12210	Nuclear Medicine Technologist	43.80	
12221	Nursing Assistant I	14.54	***
12222	Nursing Assistant II	16.35	
12223	Nursing Assistant III	17.84	
12224	Nursing Assistant IV	20.04	
12235	Optical Dispenser	25.02	
12236	Optical Technician	23.50	
12250	Pharmacy Technician	20.24	
12280	Phlebotomist	22.95	
12305	Radiologic Technologist	39.19	
12311	Registered Nurse I	30.40	
12312	Registered Nurse II	36.78	
12313	Registered Nurse II, Specialist	36.78	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.91	
12317	Scheduler (Drug and Alcohol Testing)	32.71	
12320	Substance Abuse Treatment Counselor	28.96	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	24.30	

13012	Exhibits Specialist II	30.10	
13013	Exhibits Specialist III	36.82	
13041	Illustrator I	24.49	
13042	Illustrator II	30.33	
13043	Illustrator III	37.10	
13047	Librarian	42.46	
13050	Library Aide/Clerk	19.29	
13054	Library Information Technology Systems	38.33	
13058	Library Technician	23.58	
13061	Media Specialist I	27.67	
13062	Media Specialist II	30.94	
13063	Media Specialist III	34.50	
13071	Photographer I	20.30	
13072	Photographer II	22.87	
13073	Photographer III	28.64	
13074	Photographer IV	34.67	
13075	Photographer V	41.62	
13090	Technical Order Library Clerk	24.23	
13110	Video Teleconference Technician	30.57	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	25.18	
14042	Computer Operator II	28.19	
14043	Computer Operator III	31.42	
14044	Computer Operator IV	34.89	
14045	Computer Operator V	38.68	
14071	Computer Programmer I (see 1)	nan	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	25.18	
14160	Personal Computer Support Technician	34.89	
14170	System Support Specialist	40.07	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	38.18	
15020	Aircrew Training Devices Instructor (Rated)	46.20	
15030	Air Crew Training Devices Instructor (Pilot)	55.38	
15050	Computer Based Training Specialist / Instructor	38.18	
15060	Educational Technologist	46.20	
15070	Flight Instructor (Pilot)	55.38	
15080	Graphic Artist	38.26	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	55.38	
15086	Maintenance Test Pilot, Rotary Wing	55.38	
15088	Non-Maintenance Test/Co-Pilot	55.38	
15090	Technical Instructor	32.11	
15095	Technical Instructor/Course Developer	39.27	
15110	Test Proctor	25.91	
15120	Tutor	25.91	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	18.47	
16030	Counter Attendant	18.47	

16040	Dry Cleaner	21.11	
16070	Finisher, Flatwork, Machine	18.47	
16090	Presser, Hand	18.47	
16110	Presser, Machine, Drycleaning	18.47	
16130	Presser, Machine, Shirts	18.47	
16160	Presser, Machine, Wearing Apparel, Laundry	18.47	
16190	Sewing Machine Operator	21.99	
16220	Tailor	22.87	
16250	Washer, Machine	19.35	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	29.55	
19040	Tool And Die Maker	35.89	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	22.38	
21030	Material Coordinator	26.81	
21040	Material Expediter	26.81	
21050	Material Handling Laborer	17.69	
21071	Order Filler	16.61	
21080	Production Line Worker (Food Processing)	22.38	
21110	Shipping Packer	18.17	
21130	Shipping/Receiving Clerk	18.17	
21140	Store Worker I	17.59	
21150	Stock Clerk	21.28	
21210	Tools And Parts Attendant	22.38	
21410	Warehouse Specialist	22.38	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	41.02	
23019	Aircraft Logs and Records Technician	32.52	
23021	Aircraft Mechanic I	38.95	
23022	Aircraft Mechanic II	41.02	
23023	Aircraft Mechanic III	43.02	
23040	Aircraft Mechanic Helper	27.42	
23050	Aircraft, Painter	36.99	
23060	Aircraft Servicer	32.52	
23070	Aircraft Survival Flight Equipment Technician	36.99	
23080	Aircraft Worker	34.84	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	34.84	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	38.95	
23110	Appliance Mechanic	22.98	
23120	Bicycle Repairer	17.98	
23125	Cable Splicer	37.49	
23130	Carpenter, Maintenance	27.50	
23140	Carpet Layer	22.54	
23160	Electrician, Maintenance	30.37	
23181	Electronics Technician Maintenance I	34.31	
23182	Electronics Technician Maintenance II	36.43	
23183	Electronics Technician Maintenance III	38.36	
23260	Fabric Worker	26.61	
23290	Fire Alarm System Mechanic	29.84	
23310	Fire Extinguisher Repairer	24.53	
23311	Fuel Distribution System Mechanic	37.07	
23312	Fuel Distribution System Operator	28.53	
23370	General Maintenance Worker	23.61	

23380	Ground Support Equipment Mechanic	38.95	
23381	Ground Support Equipment Servicer	32.52	
23382	Ground Support Equipment Worker	34.84	
23391	Gunsmith I	24.53	
23392	Gunsmith II	28.51	
23393	Gunsmith III	31.87	
23410	Heating, Ventilation And Air-Conditioning	30.17	
23411	Heating, Ventilation And Air Contidioning	31.78	
23430	Heavy Equipment Mechanic	29.69	
23440	Heavy Equipment Operator	27.40	
23460	Instrument Mechanic	33.14	
23465	Laboratory/Shelter Mechanic	30.27	
23470	Laborer	17.58	
23510	Locksmith	32.72	
23530	Machinery Maintenance Mechanic	30.29	
23550	Machinist, Maintenance	31.20	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	33.14	
23592	Metrology Technician II	34.91	
23593	Metrology Technician III	36.61	
23640	Millwright	29.89	
23710	Office Appliance Repairer	22.96	
23760	Painter, Maintenance	22.76	
23790	Pipefitter, Maintenance	31.30	
23810	Plumber, Maintenance	29.73	
23820	Pneudraulic Systems Mechanic	31.87	
23850	Rigger	34.16	
23870	Scale Mechanic	28.51	
23890	Sheet-Metal Worker, Maintenance	29.06	
23910	Small Engine Mechanic	23.01	
23931	Telecommunications Mechanic I	37.06	
23932	Telecommunications Mechanic II	39.03	
23950	Telephone Lineman	39.78	
23960	Welder, Combination, Maintenance	27.58	
23965	Well Driller	28.79	
23970	Woodcraft Worker	31.87	
23980	Woodworker	24.53	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	20.75	
24570	Child Care Attendant	16.47	
24580	Child Care Center Clerk	20.53	
24610	Chore Aide	15.60	***
24620	Family Readiness And Support Services	20.75	
24630	Homemaker	20.75	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	38.36	
25040	Sewage Plant Operator	28.60	
25070	Stationary Engineer	38.36	
25190	Ventilation Equipment Tender	27.00	
25210	Water Treatment Plant Operator	28.60	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.90	
27007	Baggage Inspector	19.39	

27008	Corrections Officer	29.35	
27010	Court Security Officer	30.66	
27030	Detection Dog Handler	21.69	
27040	Detention Officer	29.35	
27070	Firefighter	31.96	
27101	Guard I	19.39	
27102	Guard II	21.69	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.60	
28042	Carnival Equipment Repairer	20.33	
28043	Carnival Worker	14.23	***
28210	Gate Attendant/Gate Tender	19.88	
28310	Lifeguard	13.98	***
28350	Park Attendant (Aide)	22.24	
28510	Recreation Aide/Health Facility Attendant	16.24	
28515	Recreation Specialist	27.56	
28630	Sports Official	17.71	
28690	Swimming Pool Operator	23.63	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	35.06	
29020	Hatch Tender	35.06	
29030	Line Handler	35.06	
29041	Stevedore I	32.73	
29042	Stevedore II	37.23	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	48.97	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	33.77	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19	
30021	Archeological Technician I	20.86	
30022	Archeological Technician II	23.34	
30023	Archeological Technician III	28.90	
30030	Cartographic Technician	28.90	
30040	Civil Engineering Technician	34.36	
30051	Cryogenic Technician I	32.01	
30052	Cryogenic Technician II	35.36	
30061	Drafter/CAD Operator I	20.86	
30062	Drafter/CAD Operator II	23.34	
30063	Drafter/CAD Operator III	26.01	
30064	Drafter/CAD Operator IV	32.01	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	28.90	
30095	Evidence Control Specialist	28.90	
30210	Laboratory Technician	28.21	
30221	Latent Fingerprint Technician I	37.63	
30222	Latent Fingerprint Technician II	41.56	
30240	Mathematical Technician	35.01	

30361	Paralegal/Legal Assistant I	24.57	
30362	Paralegal/Legal Assistant II	30.45	
30363	Paralegal/Legal Assistant III	37.23	
30364	Paralegal/Legal Assistant IV	45.04	
30375	Petroleum Supply Specialist	35.36	
30390	Photo-Optics Technician	28.90	
30395	Radiation Control Technician	35.36	
30461	Technical Writer I	31.20	
30462	Technical Writer II	38.15	
30463	Technical Writer III	46.16	
30491	Unexploded Ordnance (UXO) Technician I	31.12	
30492	Unexploded Ordnance (UXO) Technician II	37.66	
30493	Unexploded Ordnance (UXO) Technician III	45.14	
30494	Unexploded (UXO) Safety Escort	31.12	
30495	Unexploded (UXO) Sweep Personnel	31.12	
30501	Weather Forecaster I	32.01	
30502	Weather Forecaster II	38.93	
30620	Weather Observer, Combined Upper Air Or (see 2)	26.01	
30621	Weather Observer, Senior (see 2)	28.90	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	37.66	
31020	Bus Aide	16.66	
31030	Bus Driver	23.92	
31043	Driver Courier	20.34	
31260	Parking and Lot Attendant	16.01	***
31290	Shuttle Bus Driver	19.93	
31310	Taxi Driver	17.71	
31361	Truckdriver, Light	22.24	
31362	Truckdriver, Medium	24.14	
31363	Truckdriver, Heavy	26.16	
31364	Truckdriver, Tractor-Trailer	26.16	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	18.36	
99030	Cashier	14.39	***
99050	Desk Clerk	15.36	***
99095	Embalmer	34.10	
99130	Flight Follower	31.12	
99251	Laboratory Animal Caretaker I	17.93	
99252	Laboratory Animal Caretaker II	19.60	
99260	Marketing Analyst	37.98	
99310	Mortician	34.10	
99410	Pest Controller	21.91	
99510	Photofinishing Worker	20.52	
99710	Recycling Laborer	22.98	
99711	Recycling Specialist	28.16	
99730	Refuse Collector	20.95	
99810	Sales Clerk	15.66	***
99820	School Crossing Guard	18.02	
99830	Survey Party Chief	31.00	
99831	Surveying Aide	19.26	
99832	Surveying Technician	29.45	
99840	Vending Machine Attendant	17.03	
99841	Vending Machine Repairer	21.64	
99842	Vending Machine Repairer Helper	17.03	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4289

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4289/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of Allegany

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.21	
01012	Accounting Clerk II	18.20	
01013	Accounting Clerk III	22.30	
01020	Administrative Assistant	31.41	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	14.28	***
01042	Customer Service Representative II	15.58	***
01043	Customer Service Representative III	17.50	
01051	Data Entry Operator I	14.74	***
01052	Data Entry Operator II	16.08	***
01060	Dispatcher, Motor Vehicle	20.18	
01070	Document Preparation Clerk	15.80	***
01090	Duplicating Machine Operator	15.80	***
01111	General Clerk I	14.88	***

01112	General Clerk II	16.24	
01113	General Clerk III	18.23	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	12.94	***
01191	Order Clerk I	15.12	***
01192	Order Clerk II	16.50	
01261	Personnel Assistant (Employment) I	18.15	
01262	Personnel Assistant (Employment) II	20.32	
01263	Personnel Assistant (Employment) III	22.65	
01270	Production Control Clerk	24.23	
01290	Rental Clerk	16.55	
01300	Scheduler, Maintenance	18.07	
01311	Secretary I	18.07	
01312	Secretary II	20.18	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	18.07	
01410	Supply Technician	31.41	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	14.52	***
01531	Travel Clerk I	16.10	***
01532	Travel Clerk II	17.56	
01533	Travel Clerk III	19.02	
01611	Word Processor I	15.88	***
01612	Word Processor II	17.83	
01613	Word Processor III	19.95	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.98	
05010	Automotive Electrician	20.32	
05040	Automotive Glass Installer	19.34	
05070	Automotive Worker	19.34	
05110	Mobile Equipment Servicer	18.88	
05130	Motor Equipment Metal Mechanic	21.01	
05160	Motor Equipment Metal Worker	19.34	
05190	Motor Vehicle Mechanic	21.01	
05220	Motor Vehicle Mechanic Helper	18.12	
05250	Motor Vehicle Upholstery Worker	19.61	
05280	Motor Vehicle Wrecker	19.31	
05310	Painter, Automotive	20.32	
05340	Radiator Repair Specialist	19.31	
05370	Tire Repairer	16.86	
05400	Transmission Repair Specialist	21.01	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.41	
07041	Cook I	16.37	
07042	Cook II	17.67	
07070	Dishwasher	12.70	***
07130	Food Service Worker	12.97	***
07210	Meat Cutter	15.60	***
07260	Waiter/Waitress	12.92	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.81	
09040	Furniture Handler	18.83	
09080	Furniture Refinisher	23.81	

09090	Furniture Refinisher Helper	20.42	
09110	Furniture Repairer, Minor	22.01	
09130	Upholsterer	23.81	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.93	***
11060	Elevator Operator	12.93	***
11090	Gardener	17.52	
11122	Housekeeping Aide	13.14	***
11150	Janitor	13.14	***
11210	Laborer, Grounds Maintenance	14.00	***
11240	Maid or Houseman	13.73	***
11260	Pruner	13.43	***
11270	Tractor Operator	15.51	***
11330	Trail Maintenance Worker	14.00	***
11360	Window Cleaner	14.14	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.71	
12011	Breath Alcohol Technician	21.71	
12012	Certified Occupational Therapist Assistant	29.91	
12015	Certified Physical Therapist Assistant	31.15	
12020	Dental Assistant	21.27	
12025	Dental Hygienist	37.72	
12030	EKG Technician	32.90	
12035	Electroneurodiagnostic Technologist	32.90	
12040	Emergency Medical Technician	21.71	
12071	Licensed Practical Nurse I	19.41	
12072	Licensed Practical Nurse II	21.71	
12073	Licensed Practical Nurse III	24.20	
12100	Medical Assistant	17.58	
12130	Medical Laboratory Technician	25.41	
12160	Medical Record Clerk	20.67	
12190	Medical Record Technician	24.46	
12195	Medical Transcriptionist	19.41	
12210	Nuclear Medicine Technologist	47.71	
12221	Nursing Assistant I	12.28	***
12222	Nursing Assistant II	13.80	***
12223	Nursing Assistant III	15.07	***
12224	Nursing Assistant IV	16.93	
12235	Optical Dispenser	21.71	
12236	Optical Technician	19.41	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	18.60	
12305	Radiologic Technologist	31.22	
12311	Registered Nurse I	27.64	
12312	Registered Nurse II	33.44	
12313	Registered Nurse II, Specialist	33.44	
12314	Registered Nurse III	40.13	
12315	Registered Nurse III, Anesthetist	40.13	
12316	Registered Nurse IV	48.10	
12317	Scheduler (Drug and Alcohol Testing)	26.90	
12320	Substance Abuse Treatment Counselor	27.23	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.99	

13012	Exhibits Specialist II	25.99	
13013	Exhibits Specialist III	31.80	
13041	Illustrator I	21.34	
13042	Illustrator II	26.44	
13043	Illustrator III	32.35	
13047	Librarian	33.88	
13050	Library Aide/Clerk	14.79	***
13054	Library Information Technology Systems	30.60	
13058	Library Technician	21.84	
13061	Media Specialist I	19.08	
13062	Media Specialist II	21.34	
13063	Media Specialist III	23.79	
13071	Photographer I	17.68	
13072	Photographer II	20.50	
13073	Photographer III	25.39	
13074	Photographer IV	31.06	
13075	Photographer V	37.14	
13090	Technical Order Library Clerk	18.58	
13110	Video Teleconference Technician	20.39	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.77	
14042	Computer Operator II	22.11	
14043	Computer Operator III	24.65	
14044	Computer Operator IV	27.40	
14045	Computer Operator V	30.34	
14071	Computer Programmer I (see 1)	26.36	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	19.77	
14160	Personal Computer Support Technician	27.40	
14170	System Support Specialist	30.34	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	36.47	
15020	Aircrew Training Devices Instructor (Rated)	44.06	
15030	Air Crew Training Devices Instructor (Pilot)	52.81	
15050	Computer Based Training Specialist / Instructor	36.47	
15060	Educational Technologist	34.87	
15070	Flight Instructor (Pilot)	52.81	
15080	Graphic Artist	30.02	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.64	
15086	Maintenance Test Pilot, Rotary Wing	44.64	
15088	Non-Maintenance Test/Co-Pilot	44.64	
15090	Technical Instructor	24.53	
15095	Technical Instructor/Course Developer	30.02	
15110	Test Proctor	20.16	
15120	Tutor	20.16	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	14.49	***
16030	Counter Attendant	14.49	***

16040	Dry Cleaner	16.56	
16070	Finisher, Flatwork, Machine	14.49	***
16090	Presser, Hand	14.49	***
16110	Presser, Machine, Drycleaning	14.49	***
16130	Presser, Machine, Shirts	14.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	14.49	***
16190	Sewing Machine Operator	17.25	
16220	Tailor	18.32	
16250	Washer, Machine	15.18	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.81	
19040	Tool And Die Maker	27.52	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.55	
21030	Material Coordinator	24.23	
21040	Material Expediter	24.23	
21050	Material Handling Laborer	15.30	***
21071	Order Filler	15.50	***
21080	Production Line Worker (Food Processing)	19.55	
21110	Shipping Packer	16.81	
21130	Shipping/Receiving Clerk	16.81	
21140	Store Worker I	18.51	
21150	Stock Clerk	21.03	
21210	Tools And Parts Attendant	19.55	
21410	Warehouse Specialist	19.55	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	25.72	
23019	Aircraft Logs and Records Technician	22.01	
23021	Aircraft Mechanic I	24.89	
23022	Aircraft Mechanic II	25.72	
23023	Aircraft Mechanic III	26.58	
23040	Aircraft Mechanic Helper	20.42	
23050	Aircraft, Painter	23.81	
23060	Aircraft Servicer	22.01	
23070	Aircraft Survival Flight Equipment Technician	23.81	
23080	Aircraft Worker	22.86	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	22.86	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	24.89	
23110	Appliance Mechanic	23.81	
23120	Bicycle Repairer	21.21	
23125	Cable Splicer	26.02	
23130	Carpenter, Maintenance	23.22	
23140	Carpet Layer	22.86	
23160	Electrician, Maintenance	28.56	
23181	Electronics Technician Maintenance I	22.86	
23182	Electronics Technician Maintenance II	23.81	
23183	Electronics Technician Maintenance III	24.75	
23260	Fabric Worker	22.01	
23290	Fire Alarm System Mechanic	23.97	
23310	Fire Extinguisher Repairer	21.21	
23311	Fuel Distribution System Mechanic	24.75	
23312	Fuel Distribution System Operator	21.21	
23370	General Maintenance Worker	21.43	

23380	Ground Support Equipment Mechanic	24.89	
23381	Ground Support Equipment Servicer	22.01	
23382	Ground Support Equipment Worker	22.86	
23391	Gunsmith I	21.21	
23392	Gunsmith II	22.86	
23393	Gunsmith III	24.75	
23410	Heating, Ventilation And Air-Conditioning	24.12	
23411	Heating, Ventilation And Air Contidioning	24.95	
23430	Heavy Equipment Mechanic	22.13	
23440	Heavy Equipment Operator	23.59	
23460	Instrument Mechanic	24.75	
23465	Laboratory/Shelter Mechanic	23.81	
23470	Laborer	15.30	***
23510	Locksmith	23.81	
23530	Machinery Maintenance Mechanic	26.37	
23550	Machinist, Maintenance	30.19	
23580	Maintenance Trades Helper	18.30	
23591	Metrology Technician I	24.75	
23592	Metrology Technician II	25.60	
23593	Metrology Technician III	26.58	
23640	Millwright	25.33	
23710	Office Appliance Repairer	23.81	
23760	Painter, Maintenance	23.08	
23790	Pipefitter, Maintenance	32.16	
23810	Plumber, Maintenance	31.12	
23820	Pneudraulic Systems Mechanic	24.75	
23850	Rigger	24.75	
23870	Scale Mechanic	22.86	
23890	Sheet-Metal Worker, Maintenance	28.45	
23910	Small Engine Mechanic	22.86	
23931	Telecommunications Mechanic I	30.99	
23932	Telecommunications Mechanic II	32.01	
23950	Telephone Lineman	27.41	
23960	Welder, Combination, Maintenance	23.28	
23965	Well Driller	24.75	
23970	Woodcraft Worker	24.75	
23980	Woodworker	21.21	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.60	***
24570	Child Care Attendant	12.50	***
24580	Child Care Center Clerk	15.58	***
24610	Chore Aide	12.67	***
24620	Family Readiness And Support Services	14.60	***
24630	Homemaker	16.90	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.59	
25040	Sewage Plant Operator	22.38	
25070	Stationary Engineer	23.97	
25190	Ventilation Equipment Tender	19.78	
25210	Water Treatment Plant Operator	22.38	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.18	
27007	Baggage Inspector	16.26	

27008	Corrections Officer	22.81	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	18.18	
27040	Detention Officer	22.81	
27070	Firefighter	24.63	
27101	Guard I	16.26	
27102	Guard II	18.18	
27131	Police Officer I	26.52	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.51	***
28042	Carnival Equipment Repairer	12.00	***
28043	Carnival Worker	9.24	***
28210	Gate Attendant/Gate Tender	17.45	
28310	Lifeguard	15.12	***
28350	Park Attendant (Aide)	19.51	
28510	Recreation Aide/Health Facility Attendant	14.25	***
28515	Recreation Specialist	24.18	
28630	Sports Official	15.53	***
28690	Swimming Pool Operator	22.69	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.86	
29020	Hatch Tender	22.86	
29030	Line Handler	22.86	
29041	Stevedore I	22.01	
29042	Stevedore II	23.81	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	19.53	
30022	Archeological Technician II	22.00	
30023	Archeological Technician III	27.27	
30030	Cartographic Technician	27.27	
30040	Civil Engineering Technician	25.48	
30051	Cryogenic Technician I	28.27	
30052	Cryogenic Technician II	31.23	
30061	Drafter/CAD Operator I	19.53	
30062	Drafter/CAD Operator II	22.00	
30063	Drafter/CAD Operator III	25.19	
30064	Drafter/CAD Operator IV	29.89	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	26.85	
30095	Evidence Control Specialist	25.53	
30210	Laboratory Technician	23.38	
30221	Latent Fingerprint Technician I	28.27	
30222	Latent Fingerprint Technician II	31.23	
30240	Mathematical Technician	27.12	

30361	Paralegal/Legal Assistant I	19.98	
30362	Paralegal/Legal Assistant II	25.78	
30363	Paralegal/Legal Assistant III	31.54	
30364	Paralegal/Legal Assistant IV	38.16	
30375	Petroleum Supply Specialist	31.23	
30390	Photo-Optics Technician	27.98	
30395	Radiation Control Technician	31.23	
30461	Technical Writer I	25.67	
30462	Technical Writer II	31.39	
30463	Technical Writer III	37.98	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	29.89	
30502	Weather Forecaster II	36.36	
30620	Weather Observer, Combined Upper Air Or (see 2)	25.19	
30621	Weather Observer, Senior (see 2)	27.12	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	18.84	
31030	Bus Driver	22.01	
31043	Driver Courier	19.29	
31260	Parking and Lot Attendant	17.39	
31290	Shuttle Bus Driver	17.49	
31310	Taxi Driver	15.83	***
31361	Truckdriver, Light	20.04	
31362	Truckdriver, Medium	20.80	
31363	Truckdriver, Heavy	22.08	
31364	Truckdriver, Tractor-Trailer	22.08	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	12.50	***
99050	Desk Clerk	12.50	***
99095	Embalmer	27.37	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	13.73	***
99252	Laboratory Animal Caretaker II	14.31	***
99260	Marketing Analyst	23.88	
99310	Mortician	27.37	
99410	Pest Controller	23.59	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	18.78	
99711	Recycling Specialist	20.03	
99730	Refuse Collector	17.73	
99810	Sales Clerk	12.87	***
99820	School Crossing Guard	19.37	
99830	Survey Party Chief	21.13	
99831	Surveying Aide	13.19	***
99832	Surveying Technician	18.06	
99840	Vending Machine Attendant	21.89	
99841	Vending Machine Repairer	24.51	
99842	Vending Machine Repairer Helper	21.89	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4291

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4291/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Mineral

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.46	***
01012	Accounting Clerk II	18.20	
01013	Accounting Clerk III	20.36	
01020	Administrative Assistant	27.18	
01035	Court Reporter	21.39	
01041	Customer Service Representative I	14.28	***
01042	Customer Service Representative II	15.58	***
01043	Customer Service Representative III	17.50	
01051	Data Entry Operator I	14.56	***
01052	Data Entry Operator II	15.88	***
01060	Dispatcher, Motor Vehicle	19.85	
01070	Document Preparation Clerk	15.80	***
01090	Duplicating Machine Operator	15.80	***
01111	General Clerk I	14.61	***

01112	General Clerk II	15.94	***
01113	General Clerk III	17.90	
01120	Housing Referral Assistant	22.13	
01141	Messenger Courier	12.88	***
01191	Order Clerk I	14.48	***
01192	Order Clerk II	15.80	***
01261	Personnel Assistant (Employment) I	17.83	
01262	Personnel Assistant (Employment) II	19.95	
01263	Personnel Assistant (Employment) III	22.23	
01270	Production Control Clerk	24.04	
01290	Rental Clerk	15.00	***
01300	Scheduler, Maintenance	17.75	
01311	Secretary I	17.75	
01312	Secretary II	19.85	
01313	Secretary III	22.13	
01320	Service Order Dispatcher	17.75	
01410	Supply Technician	27.18	
01420	Survey Worker	17.09	
01460	Switchboard Operator/Receptionist	14.52	***
01531	Travel Clerk I	16.10	***
01532	Travel Clerk II	17.56	
01533	Travel Clerk III	19.02	
01611	Word Processor I	15.80	***
01612	Word Processor II	17.75	
01613	Word Processor III	19.85	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.31	
05010	Automotive Electrician	19.60	
05040	Automotive Glass Installer	18.82	
05070	Automotive Worker	18.82	
05110	Mobile Equipment Servicer	17.45	
05130	Motor Equipment Metal Mechanic	20.36	
05160	Motor Equipment Metal Worker	18.82	
05190	Motor Vehicle Mechanic	20.36	
05220	Motor Vehicle Mechanic Helper	16.80	
05250	Motor Vehicle Upholstery Worker	18.11	
05280	Motor Vehicle Wrecker	18.82	
05310	Painter, Automotive	19.60	
05340	Radiator Repair Specialist	18.82	
05370	Tire Repairer	17.41	
05400	Transmission Repair Specialist	20.36	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.46	***
07041	Cook I	16.13	***
07042	Cook II	17.67	
07070	Dishwasher	12.70	***
07130	Food Service Worker	12.97	***
07210	Meat Cutter	14.06	***
07260	Waiter/Waitress	12.92	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.81	
09040	Furniture Handler	18.83	
09080	Furniture Refinisher	23.81	

09090	Furniture Refinisher Helper	20.42	
09110	Furniture Repairer, Minor	22.01	
09130	Upholsterer	23.81	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.93	***
11060	Elevator Operator	12.93	***
11090	Gardener	15.77	***
11122	Housekeeping Aide	13.14	***
11150	Janitor	13.14	***
11210	Laborer, Grounds Maintenance	14.00	***
11240	Maid or Houseman	13.73	***
11260	Pruner	13.43	***
11270	Tractor Operator	15.18	***
11330	Trail Maintenance Worker	14.00	***
11360	Window Cleaner	13.71	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.29	
12011	Breath Alcohol Technician	21.71	
12012	Certified Occupational Therapist Assistant	30.19	
12015	Certified Physical Therapist Assistant	29.73	
12020	Dental Assistant	21.27	
12025	Dental Hygienist	31.66	
12030	EKG Technician	32.90	
12035	Electroneurodiagnostic Technologist	32.90	
12040	Emergency Medical Technician	21.29	
12071	Licensed Practical Nurse I	19.41	
12072	Licensed Practical Nurse II	21.71	
12073	Licensed Practical Nurse III	24.20	
12100	Medical Assistant	17.58	
12130	Medical Laboratory Technician	24.22	
12160	Medical Record Clerk	18.15	
12190	Medical Record Technician	24.46	
12195	Medical Transcriptionist	19.41	
12210	Nuclear Medicine Technologist	47.71	
12221	Nursing Assistant I	12.28	***
12222	Nursing Assistant II	13.80	***
12223	Nursing Assistant III	15.06	***
12224	Nursing Assistant IV	16.92	
12235	Optical Dispenser	21.71	
12236	Optical Technician	19.41	
12250	Pharmacy Technician	16.18	***
12280	Phlebotomist	18.60	
12305	Radiologic Technologist	31.22	
12311	Registered Nurse I	24.31	
12312	Registered Nurse II	29.74	
12313	Registered Nurse II, Specialist	29.74	
12314	Registered Nurse III	35.97	
12315	Registered Nurse III, Anesthetist	35.97	
12316	Registered Nurse IV	43.12	
12317	Scheduler (Drug and Alcohol Testing)	26.90	
12320	Substance Abuse Treatment Counselor	27.23	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.77	

13012	Exhibits Specialist II	24.49	
13013	Exhibits Specialist III	29.95	
13041	Illustrator I	19.77	
13042	Illustrator II	24.49	
13043	Illustrator III	29.95	
13047	Librarian	27.12	
13050	Library Aide/Clerk	14.79	***
13054	Library Information Technology Systems	24.49	
13058	Library Technician	19.99	
13061	Media Specialist I	17.68	
13062	Media Specialist II	19.77	
13063	Media Specialist III	22.03	
13071	Photographer I	17.68	
13072	Photographer II	19.77	
13073	Photographer III	24.49	
13074	Photographer IV	29.95	
13075	Photographer V	36.25	
13090	Technical Order Library Clerk	18.58	
13110	Video Teleconference Technician	17.68	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.47	
14042	Computer Operator II	21.79	
14043	Computer Operator III	24.30	
14044	Computer Operator IV	26.99	
14045	Computer Operator V	29.89	
14071	Computer Programmer I (see 1)	18.27	
14072	Computer Programmer II (see 1)	22.64	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	19.47	
14160	Personal Computer Support Technician	27.40	
14170	System Support Specialist	30.34	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.78	
15020	Aircrew Training Devices Instructor (Rated)	37.23	
15030	Air Crew Training Devices Instructor (Pilot)	44.64	
15050	Computer Based Training Specialist / Instructor	30.78	
15060	Educational Technologist	29.60	
15070	Flight Instructor (Pilot)	44.64	
15080	Graphic Artist	26.15	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.64	
15086	Maintenance Test Pilot, Rotary Wing	44.64	
15088	Non-Maintenance Test/Co-Pilot	44.64	
15090	Technical Instructor	21.36	
15095	Technical Instructor/Course Developer	26.15	
15110	Test Proctor	18.61	
15120	Tutor	18.61	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	14.49	***
16030	Counter Attendant	14.49	***

16040	Dry Cleaner	16.56	
16070	Finisher, Flatwork, Machine	14.49	***
16090	Presser, Hand	14.49	***
16110	Presser, Machine, Drycleaning	14.49	***
16130	Presser, Machine, Shirts	14.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	14.49	***
16190	Sewing Machine Operator	17.25	
16220	Tailor	18.32	
16250	Washer, Machine	15.18	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.81	
19040	Tool And Die Maker	27.52	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.55	
21030	Material Coordinator	24.04	
21040	Material Expediter	24.04	
21050	Material Handling Laborer	15.30	***
21071	Order Filler	15.25	***
21080	Production Line Worker (Food Processing)	19.55	
21110	Shipping Packer	16.81	
21130	Shipping/Receiving Clerk	16.81	
21140	Store Worker I	18.51	
21150	Stock Clerk	21.03	
21210	Tools And Parts Attendant	19.55	
21410	Warehouse Specialist	19.55	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	25.60	
23019	Aircraft Logs and Records Technician	22.01	
23021	Aircraft Mechanic I	24.75	
23022	Aircraft Mechanic II	25.60	
23023	Aircraft Mechanic III	26.58	
23040	Aircraft Mechanic Helper	20.42	
23050	Aircraft, Painter	23.81	
23060	Aircraft Servicer	22.01	
23070	Aircraft Survival Flight Equipment Technician	23.81	
23080	Aircraft Worker	22.86	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	22.86	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	24.75	
23110	Appliance Mechanic	23.81	
23120	Bicycle Repairer	21.21	
23125	Cable Splicer	24.87	
23130	Carpenter, Maintenance	23.22	
23140	Carpet Layer	22.86	
23160	Electrician, Maintenance	28.56	
23181	Electronics Technician Maintenance I	22.86	
23182	Electronics Technician Maintenance II	23.81	
23183	Electronics Technician Maintenance III	24.75	
23260	Fabric Worker	22.01	
23290	Fire Alarm System Mechanic	23.97	
23310	Fire Extinguisher Repairer	21.21	
23311	Fuel Distribution System Mechanic	24.75	
23312	Fuel Distribution System Operator	21.21	
23370	General Maintenance Worker	19.82	

23380	Ground Support Equipment Mechanic	24.75	
23381	Ground Support Equipment Servicer	22.01	
23382	Ground Support Equipment Worker	22.86	
23391	Gunsmith I	21.21	
23392	Gunsmith II	22.86	
23393	Gunsmith III	24.75	
23410	Heating, Ventilation And Air-Conditioning	24.12	
23411	Heating, Ventilation And Air Contidioning	24.95	
23430	Heavy Equipment Mechanic	21.42	
23440	Heavy Equipment Operator	21.07	
23460	Instrument Mechanic	24.75	
23465	Laboratory/Shelter Mechanic	23.81	
23470	Laborer	15.30	***
23510	Locksmith	23.81	
23530	Machinery Maintenance Mechanic	25.76	
23550	Machinist, Maintenance	30.19	
23580	Maintenance Trades Helper	17.51	
23591	Metrology Technician I	24.75	
23592	Metrology Technician II	25.60	
23593	Metrology Technician III	26.58	
23640	Millwright	24.75	
23710	Office Appliance Repairer	23.81	
23760	Painter, Maintenance	23.08	
23790	Pipefitter, Maintenance	30.35	
23810	Plumber, Maintenance	30.35	
23820	Pneudraulic Systems Mechanic	24.75	
23850	Rigger	24.75	
23870	Scale Mechanic	22.86	
23890	Sheet-Metal Worker, Maintenance	28.45	
23910	Small Engine Mechanic	22.86	
23931	Telecommunications Mechanic I	26.37	
23932	Telecommunications Mechanic II	27.29	
23950	Telephone Lineman	24.75	
23960	Welder, Combination, Maintenance	23.28	
23965	Well Driller	24.75	
23970	Woodcraft Worker	24.75	
23980	Woodworker	21.21	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.39	***
24570	Child Care Attendant	12.50	***
24580	Child Care Center Clerk	15.58	***
24610	Chore Aide	12.67	***
24620	Family Readiness And Support Services	14.39	***
24630	Homemaker	14.39	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.97	
25040	Sewage Plant Operator	22.38	
25070	Stationary Engineer	23.97	
25190	Ventilation Equipment Tender	19.78	
25210	Water Treatment Plant Operator	22.38	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.18	
27007	Baggage Inspector	16.26	

27008	Corrections Officer	22.81	
27010	Court Security Officer	19.00	
27030	Detection Dog Handler	18.18	
27040	Detention Officer	22.81	
27070	Firefighter	22.81	
27101	Guard I	16.26	
27102	Guard II	18.18	
27131	Police Officer I	22.45	
27132	Police Officer II	24.93	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	10.09	***
28042	Carnival Equipment Repairer	10.57	***
28043	Carnival Worker	8.26	***
28210	Gate Attendant/Gate Tender	17.45	
28310	Lifeguard	15.12	***
28350	Park Attendant (Aide)	19.51	
28510	Recreation Aide/Health Facility Attendant	14.25	***
28515	Recreation Specialist	24.18	
28630	Sports Official	15.53	***
28690	Swimming Pool Operator	21.53	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.86	
29020	Hatch Tender	22.86	
29030	Line Handler	22.86	
29041	Stevedore I	22.01	
29042	Stevedore II	23.81	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	18.95	
30022	Archeological Technician II	21.20	
30023	Archeological Technician III	26.27	
30030	Cartographic Technician	26.27	
30040	Civil Engineering Technician	25.48	
30051	Cryogenic Technician I	28.27	
30052	Cryogenic Technician II	31.23	
30061	Drafter/CAD Operator I	18.95	
30062	Drafter/CAD Operator II	21.20	
30063	Drafter/CAD Operator III	23.64	
30064	Drafter/CAD Operator IV	28.42	
30081	Engineering Technician I	16.49	
30082	Engineering Technician II	18.52	
30083	Engineering Technician III	22.90	
30084	Engineering Technician IV	25.79	
30085	Engineering Technician V	31.55	
30086	Engineering Technician VI	38.17	
30090	Environmental Technician	23.02	
30095	Evidence Control Specialist	25.53	
30210	Laboratory Technician	25.55	
30221	Latent Fingerprint Technician I	28.27	
30222	Latent Fingerprint Technician II	31.23	
30240	Mathematical Technician	26.27	

30361	Paralegal/Legal Assistant I	19.37	
30362	Paralegal/Legal Assistant II	23.77	
30363	Paralegal/Legal Assistant III	29.07	
30364	Paralegal/Legal Assistant IV	35.17	
30375	Petroleum Supply Specialist	31.23	
30390	Photo-Optics Technician	26.27	
30395	Radiation Control Technician	31.23	
30461	Technical Writer I	25.67	
30462	Technical Writer II	31.39	
30463	Technical Writer III	37.98	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	28.42	
30502	Weather Forecaster II	34.57	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.64	
30621	Weather Observer, Senior (see 2)	26.27	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	17.16	
31030	Bus Driver	20.81	
31043	Driver Courier	17.91	
31260	Parking and Lot Attendant	16.80	
31290	Shuttle Bus Driver	15.37	***
31310	Taxi Driver	15.13	***
31361	Truckdriver, Light	18.60	
31362	Truckdriver, Medium	20.45	
31363	Truckdriver, Heavy	22.08	
31364	Truckdriver, Tractor-Trailer	22.08	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	12.50	***
99050	Desk Clerk	12.50	***
99095	Embalmer	30.90	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	13.73	***
99252	Laboratory Animal Caretaker II	14.26	***
99260	Marketing Analyst	23.88	
99310	Mortician	30.90	
99410	Pest Controller	23.59	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	18.48	
99711	Recycling Specialist	20.03	
99730	Refuse Collector	17.73	
99810	Sales Clerk	12.87	***
99820	School Crossing Guard	19.37	
99830	Survey Party Chief	21.26	
99831	Surveying Aide	13.16	***
99832	Surveying Technician	18.06	
99840	Vending Machine Attendant	21.89	
99841	Vending Machine Repairer	24.51	
99842	Vending Machine Repairer Helper	21.89	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4293

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4293/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of Washington

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.42	
01012	Accounting Clerk II	18.44	
01013	Accounting Clerk III	22.30	
01020	Administrative Assistant	31.41	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	16.22	
01042	Customer Service Representative II	17.70	
01043	Customer Service Representative III	19.88	
01051	Data Entry Operator I	15.41	***
01052	Data Entry Operator II	16.81	
01060	Dispatcher, Motor Vehicle	22.86	
01070	Document Preparation Clerk	18.01	
01090	Duplicating Machine Operator	18.01	
01111	General Clerk I	16.14	***

01112	General Clerk II	17.61	
01113	General Clerk III	19.78	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	14.95	***
01191	Order Clerk I	17.05	
01192	Order Clerk II	18.60	
01261	Personnel Assistant (Employment) I	20.12	
01262	Personnel Assistant (Employment) II	22.50	
01263	Personnel Assistant (Employment) III	25.08	
01270	Production Control Clerk	22.42	
01290	Rental Clerk	18.41	
01300	Scheduler, Maintenance	18.32	
01311	Secretary I	18.32	
01312	Secretary II	20.49	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	20.44	
01410	Supply Technician	31.41	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	15.87	***
01531	Travel Clerk I	16.10	***
01532	Travel Clerk II	17.56	
01533	Travel Clerk III	19.02	
01611	Word Processor I	16.31	
01612	Word Processor II	18.32	
01613	Word Processor III	20.49	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.53	
05010	Automotive Electrician	21.33	
05040	Automotive Glass Installer	20.62	
05070	Automotive Worker	20.62	
05110	Mobile Equipment Servicer	19.18	
05130	Motor Equipment Metal Mechanic	22.05	
05160	Motor Equipment Metal Worker	20.62	
05190	Motor Vehicle Mechanic	22.05	
05220	Motor Vehicle Mechanic Helper	18.46	
05250	Motor Vehicle Upholstery Worker	19.88	
05280	Motor Vehicle Wrecker	20.62	
05310	Painter, Automotive	21.33	
05340	Radiator Repair Specialist	20.62	
05370	Tire Repairer	15.47	***
05400	Transmission Repair Specialist	22.05	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.90	***
07041	Cook I	15.01	***
07042	Cook II	16.13	***
07070	Dishwasher	12.89	***
07130	Food Service Worker	13.58	***
07210	Meat Cutter	17.92	
07260	Waiter/Waitress	12.93	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.06	
09040	Furniture Handler	17.61	
09080	Furniture Refinisher	22.06	

09090	Furniture Refinisher Helper	19.09	
09110	Furniture Repairer, Minor	20.65	
09130	Upholsterer	22.06	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.83	***
11060	Elevator Operator	14.74	***
11090	Gardener	18.12	
11122	Housekeeping Aide	14.74	***
11150	Janitor	14.74	***
11210	Laborer, Grounds Maintenance	16.01	***
11240	Maid or Houseman	13.35	***
11260	Pruner	15.32	***
11270	Tractor Operator	17.35	
11330	Trail Maintenance Worker	16.01	***
11360	Window Cleaner	15.40	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.67	
12011	Breath Alcohol Technician	24.53	
12012	Certified Occupational Therapist Assistant	33.67	
12015	Certified Physical Therapist Assistant	29.71	
12020	Dental Assistant	20.52	
12025	Dental Hygienist	38.57	
12030	EKG Technician	32.40	
12035	Electroneurodiagnostic Technologist	32.40	
12040	Emergency Medical Technician	18.67	
12071	Licensed Practical Nurse I	21.94	
12072	Licensed Practical Nurse II	24.53	
12073	Licensed Practical Nurse III	27.35	
12100	Medical Assistant	17.63	
12130	Medical Laboratory Technician	23.56	
12160	Medical Record Clerk	20.14	
12190	Medical Record Technician	23.11	
12195	Medical Transcriptionist	21.94	
12210	Nuclear Medicine Technologist	53.92	
12221	Nursing Assistant I	13.68	***
12222	Nursing Assistant II	15.38	***
12223	Nursing Assistant III	16.78	
12224	Nursing Assistant IV	18.85	
12235	Optical Dispenser	19.10	
12236	Optical Technician	21.94	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	17.98	
12305	Radiologic Technologist	34.35	
12311	Registered Nurse I	30.01	
12312	Registered Nurse II	36.70	
12313	Registered Nurse II, Specialist	36.70	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.91	
12317	Scheduler (Drug and Alcohol Testing)	30.40	
12320	Substance Abuse Treatment Counselor	24.83	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.09	

13012	Exhibits Specialist II	27.38	
13013	Exhibits Specialist III	33.48	
13041	Illustrator I	22.09	
13042	Illustrator II	27.38	
13043	Illustrator III	33.48	
13047	Librarian	33.88	
13050	Library Aide/Clerk	17.59	
13054	Library Information Technology Systems	30.60	
13058	Library Technician	22.09	
13061	Media Specialist I	19.76	
13062	Media Specialist II	22.09	
13063	Media Specialist III	24.63	
13071	Photographer I	19.39	
13072	Photographer II	21.70	
13073	Photographer III	26.88	
13074	Photographer IV	32.89	
13075	Photographer V	39.78	
13090	Technical Order Library Clerk	22.09	
13110	Video Teleconference Technician	22.43	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.78	
14042	Computer Operator II	22.12	
14043	Computer Operator III	24.66	
14044	Computer Operator IV	27.42	
14045	Computer Operator V	30.36	
14071	Computer Programmer I (see 1)	26.36	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	19.78	
14160	Personal Computer Support Technician	27.42	
14170	System Support Specialist	30.36	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	36.47	
15020	Aircrew Training Devices Instructor (Rated)	44.06	
15030	Air Crew Training Devices Instructor (Pilot)	52.81	
15050	Computer Based Training Specialist / Instructor	36.47	
15060	Educational Technologist	40.84	
15070	Flight Instructor (Pilot)	52.81	
15080	Graphic Artist	25.95	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.13	
15086	Maintenance Test Pilot, Rotary Wing	51.13	
15088	Non-Maintenance Test/Co-Pilot	51.13	
15090	Technical Instructor	23.12	
15095	Technical Instructor/Course Developer	28.28	
15110	Test Proctor	19.75	
15120	Tutor	19.75	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	14.49	***
16030	Counter Attendant	14.49	***

16040	Dry Cleaner	16.56	
16070	Finisher, Flatwork, Machine	14.49	***
16090	Presser, Hand	14.49	***
16110	Presser, Machine, Drycleaning	14.49	***
16130	Presser, Machine, Shirts	14.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	14.49	***
16190	Sewing Machine Operator	17.25	
16220	Tailor	18.32	
16250	Washer, Machine	15.18	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.96	
19040	Tool And Die Maker	30.60	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.38	
21030	Material Coordinator	22.42	
21040	Material Expediter	22.42	
21050	Material Handling Laborer	16.06	***
21071	Order Filler	18.06	
21080	Production Line Worker (Food Processing)	19.38	
21110	Shipping Packer	19.28	
21130	Shipping/Receiving Clerk	19.28	
21140	Store Worker I	20.46	
21150	Stock Clerk	23.28	
21210	Tools And Parts Attendant	19.38	
21410	Warehouse Specialist	19.38	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	37.63	
23019	Aircraft Logs and Records Technician	32.86	
23021	Aircraft Mechanic I	36.44	
23022	Aircraft Mechanic II	37.63	
23023	Aircraft Mechanic III	38.79	
23040	Aircraft Mechanic Helper	30.51	
23050	Aircraft, Painter	35.25	
23060	Aircraft Servicer	32.86	
23070	Aircraft Survival Flight Equipment Technician	35.25	
23080	Aircraft Worker	34.07	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	34.07	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	36.44	
23110	Appliance Mechanic	26.96	
23120	Bicycle Repairer	24.24	
23125	Cable Splicer	36.47	
23130	Carpenter, Maintenance	21.97	
23140	Carpet Layer	26.05	
23160	Electrician, Maintenance	28.84	
23181	Electronics Technician Maintenance I	27.49	
23182	Electronics Technician Maintenance II	28.45	
23183	Electronics Technician Maintenance III	29.40	
23260	Fabric Worker	25.12	
23290	Fire Alarm System Mechanic	26.64	
23310	Fire Extinguisher Repairer	24.24	
23311	Fuel Distribution System Mechanic	30.81	
23312	Fuel Distribution System Operator	26.80	
23370	General Maintenance Worker	21.43	

23380	Ground Support Equipment Mechanic	36.44	
23381	Ground Support Equipment Servicer	32.86	
23382	Ground Support Equipment Worker	34.07	
23391	Gunsmith I	24.24	
23392	Gunsmith II	26.05	
23393	Gunsmith III	27.86	
23410	Heating, Ventilation And Air-Conditioning	24.50	
23411	Heating, Ventilation And Air Contidioning	25.29	
23430	Heavy Equipment Mechanic	29.28	
23440	Heavy Equipment Operator	23.89	
23460	Instrument Mechanic	27.86	
23465	Laboratory/Shelter Mechanic	26.96	
23470	Laborer	16.48	
23510	Locksmith	26.96	
23530	Machinery Maintenance Mechanic	26.96	
23550	Machinist, Maintenance	27.06	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	27.86	
23592	Metrology Technician II	28.77	
23593	Metrology Technician III	29.66	
23640	Millwright	29.84	
23710	Office Appliance Repairer	21.24	
23760	Painter, Maintenance	21.75	
23790	Pipefitter, Maintenance	24.43	
23810	Plumber, Maintenance	23.63	
23820	Pneudraulic Systems Mechanic	27.86	
23850	Rigger	27.86	
23870	Scale Mechanic	26.05	
23890	Sheet-Metal Worker, Maintenance	25.20	
23910	Small Engine Mechanic	26.05	
23931	Telecommunications Mechanic I	31.69	
23932	Telecommunications Mechanic II	32.71	
23950	Telephone Lineman	39.92	
23960	Welder, Combination, Maintenance	22.91	
23965	Well Driller	27.86	
23970	Woodcraft Worker	27.86	
23980	Woodworker	24.24	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.19	
24570	Child Care Attendant	12.66	***
24580	Child Care Center Clerk	15.78	***
24610	Chore Aide	14.37	***
24620	Family Readiness And Support Services	17.19	
24630	Homemaker	17.19	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.13	
25040	Sewage Plant Operator	23.94	
25070	Stationary Engineer	27.13	
25190	Ventilation Equipment Tender	22.71	
25210	Water Treatment Plant Operator	23.94	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	20.77	
27007	Baggage Inspector	15.38	***

27008	Corrections Officer	24.88	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	17.33	
27040	Detention Officer	24.88	
27070	Firefighter	24.63	
27101	Guard I	15.38	***
27102	Guard II	17.33	
27131	Police Officer I	26.52	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.16	***
28042	Carnival Equipment Repairer	14.71	***
28043	Carnival Worker	12.50	***
28210	Gate Attendant/Gate Tender	16.57	
28310	Lifeguard	12.93	***
28350	Park Attendant (Aide)	18.54	
28510	Recreation Aide/Health Facility Attendant	13.52	***
28515	Recreation Specialist	22.96	
28630	Sports Official	14.75	***
28690	Swimming Pool Operator	15.81	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.50	
29020	Hatch Tender	26.50	
29030	Line Handler	26.50	
29041	Stevedore I	25.56	
29042	Stevedore II	27.42	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	48.97	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	33.77	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19	
30021	Archeological Technician I	20.52	
30022	Archeological Technician II	22.94	
30023	Archeological Technician III	28.42	
30030	Cartographic Technician	28.42	
30040	Civil Engineering Technician	27.56	
30051	Cryogenic Technician I	31.47	
30052	Cryogenic Technician II	34.77	
30061	Drafter/CAD Operator I	20.52	
30062	Drafter/CAD Operator II	22.94	
30063	Drafter/CAD Operator III	25.57	
30064	Drafter/CAD Operator IV	31.47	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	28.42	
30095	Evidence Control Specialist	28.42	
30210	Laboratory Technician	25.57	
30221	Latent Fingerprint Technician I	31.47	
30222	Latent Fingerprint Technician II	34.77	
30240	Mathematical Technician	28.42	

30361	Paralegal/Legal Assistant I	23.32	
30362	Paralegal/Legal Assistant II	28.90	
30363	Paralegal/Legal Assistant III	35.35	
30364	Paralegal/Legal Assistant IV	42.76	
30375	Petroleum Supply Specialist	34.77	
30390	Photo-Optics Technician	28.42	
30395	Radiation Control Technician	34.77	
30461	Technical Writer I	28.42	
30462	Technical Writer II	34.77	
30463	Technical Writer III	42.07	
30491	Unexploded Ordnance (UXO) Technician I	31.12	
30492	Unexploded Ordnance (UXO) Technician II	37.66	
30493	Unexploded Ordnance (UXO) Technician III	45.14	
30494	Unexploded (UXO) Safety Escort	31.12	
30495	Unexploded (UXO) Sweep Personnel	31.12	
30501	Weather Forecaster I	31.47	
30502	Weather Forecaster II	38.29	
30620	Weather Observer, Combined Upper Air Or (see 2)	25.57	
30621	Weather Observer, Senior (see 2)	28.42	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	37.66	
31020	Bus Aide	19.04	
31030	Bus Driver	22.94	
31043	Driver Courier	21.05	
31260	Parking and Lot Attendant	18.66	
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	14.25	***
31361	Truckdriver, Light	21.88	
31362	Truckdriver, Medium	22.70	
31363	Truckdriver, Heavy	23.71	
31364	Truckdriver, Tractor-Trailer	23.71	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	18.36	
99030	Cashier	12.75	***
99050	Desk Clerk	12.83	***
99095	Embalmer	31.12	
99130	Flight Follower	31.12	
99251	Laboratory Animal Caretaker I	15.90	***
99252	Laboratory Animal Caretaker II	16.52	
99260	Marketing Analyst	28.95	
99310	Mortician	31.12	
99410	Pest Controller	22.16	
99510	Photofinishing Worker	16.36	
99710	Recycling Laborer	20.44	
99711	Recycling Specialist	22.16	
99730	Refuse Collector	19.57	
99810	Sales Clerk	13.21	***
99820	School Crossing Guard	16.44	
99830	Survey Party Chief	25.20	
99831	Surveying Aide	15.73	***
99832	Surveying Technician	21.55	
99840	Vending Machine Attendant	22.35	
99841	Vending Machine Repairer	26.05	
99842	Vending Machine Repairer Helper	22.35	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4295

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 21

Date Of Last Revision : 06/12/2023

Source : <https://sam.gov/wage-determination/2015-4295/21>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Fayette, Raleigh

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.60	***
01012	Accounting Clerk II	18.04	
01013	Accounting Clerk III	20.19	
01020	Administrative Assistant	23.29	
01035	Court Reporter	21.39	
01041	Customer Service Representative I	13.97	***
01042	Customer Service Representative II	15.24	***
01043	Customer Service Representative III	17.12	
01051	Data Entry Operator I	13.77	***
01052	Data Entry Operator II	15.02	***
01060	Dispatcher, Motor Vehicle	20.40	
01070	Document Preparation Clerk	14.68	***
01090	Duplicating Machine Operator	14.68	***
01111	General Clerk I	14.19	***

01112	General Clerk II	15.48	***
01113	General Clerk III	17.39	
01120	Housing Referral Assistant	20.54	
01141	Messenger Courier	12.68	***
01191	Order Clerk I	13.45	***
01192	Order Clerk II	14.68	***
01261	Personnel Assistant (Employment) I	16.55	
01262	Personnel Assistant (Employment) II	18.51	
01263	Personnel Assistant (Employment) III	20.65	
01270	Production Control Clerk	20.54	
01290	Rental Clerk	13.73	***
01300	Scheduler, Maintenance	16.47	
01311	Secretary I	16.47	
01312	Secretary II	18.43	
01313	Secretary III	20.54	
01320	Service Order Dispatcher	18.24	
01410	Supply Technician	23.29	
01420	Survey Worker	14.45	***
01460	Switchboard Operator/Receptionist	13.62	***
01531	Travel Clerk I	14.20	***
01532	Travel Clerk II	15.10	***
01533	Travel Clerk III	16.33	
01611	Word Processor I	14.68	***
01612	Word Processor II	16.47	
01613	Word Processor III	18.43	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.90	
05010	Automotive Electrician	16.60	
05040	Automotive Glass Installer	15.64	***
05070	Automotive Worker	15.64	***
05110	Mobile Equipment Servicer	14.26	***
05130	Motor Equipment Metal Mechanic	17.41	
05160	Motor Equipment Metal Worker	15.64	***
05190	Motor Vehicle Mechanic	17.41	
05220	Motor Vehicle Mechanic Helper	13.20	***
05250	Motor Vehicle Upholstery Worker	15.09	***
05280	Motor Vehicle Wrecker	15.64	***
05310	Painter, Automotive	16.60	
05340	Radiator Repair Specialist	15.64	***
05370	Tire Repairer	13.39	***
05400	Transmission Repair Specialist	17.41	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.60	***
07041	Cook I	13.03	***
07042	Cook II	14.98	***
07070	Dishwasher	10.85	***
07130	Food Service Worker	11.33	***
07210	Meat Cutter	18.00	
07260	Waiter/Waitress	12.33	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.34	
09040	Furniture Handler	14.04	***
09080	Furniture Refinisher	22.34	

09090	Furniture Refinisher Helper	16.87	
09110	Furniture Repairer, Minor	19.64	
09130	Upholsterer	22.34	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.12	***
11060	Elevator Operator	13.07	***
11090	Gardener	17.29	
11122	Housekeeping Aide	13.07	***
11150	Janitor	13.07	***
11210	Laborer, Grounds Maintenance	13.48	***
11240	Maid or Houseman	11.28	***
11260	Pruner	12.22	***
11270	Tractor Operator	16.06	***
11330	Trail Maintenance Worker	13.48	***
11360	Window Cleaner	14.42	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.45	
12011	Breath Alcohol Technician	19.45	
12012	Certified Occupational Therapist Assistant	27.49	
12015	Certified Physical Therapist Assistant	25.49	
12020	Dental Assistant	17.24	
12025	Dental Hygienist	33.91	
12030	EKG Technician	24.76	
12035	Electroneurodiagnostic Technologist	24.76	
12040	Emergency Medical Technician	19.45	
12071	Licensed Practical Nurse I	17.38	
12072	Licensed Practical Nurse II	19.45	
12073	Licensed Practical Nurse III	21.68	
12100	Medical Assistant	14.31	***
12130	Medical Laboratory Technician	24.14	
12160	Medical Record Clerk	16.46	
12190	Medical Record Technician	18.40	
12195	Medical Transcriptionist	17.38	
12210	Nuclear Medicine Technologist	42.75	
12221	Nursing Assistant I	12.46	***
12222	Nursing Assistant II	14.01	***
12223	Nursing Assistant III	15.29	***
12224	Nursing Assistant IV	17.17	
12235	Optical Dispenser	19.45	
12236	Optical Technician	17.38	
12250	Pharmacy Technician	15.39	***
12280	Phlebotomist	15.10	***
12305	Radiologic Technologist	26.79	
12311	Registered Nurse I	26.06	
12312	Registered Nurse II	31.87	
12313	Registered Nurse II, Specialist	31.87	
12314	Registered Nurse III	38.56	
12315	Registered Nurse III, Anesthetist	38.56	
12316	Registered Nurse IV	46.22	
12317	Scheduler (Drug and Alcohol Testing)	24.10	
12320	Substance Abuse Treatment Counselor	20.96	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.34	

13012	Exhibits Specialist II	20.25	
13013	Exhibits Specialist III	24.77	
13041	Illustrator I	16.34	
13042	Illustrator II	20.25	
13043	Illustrator III	24.77	
13047	Librarian	22.42	
13050	Library Aide/Clerk	9.98	***
13054	Library Information Technology Systems	20.24	
13058	Library Technician	14.75	***
13061	Media Specialist I	14.61	***
13062	Media Specialist II	16.34	
13063	Media Specialist III	18.23	
13071	Photographer I	15.43	***
13072	Photographer II	17.26	
13073	Photographer III	21.38	
13074	Photographer IV	26.15	
13075	Photographer V	31.64	
13090	Technical Order Library Clerk	16.73	
13110	Video Teleconference Technician	14.85	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.70	
14042	Computer Operator II	19.81	
14043	Computer Operator III	22.09	
14044	Computer Operator IV	24.54	
14045	Computer Operator V	27.17	
14071	Computer Programmer I (see 1)	18.70	
14072	Computer Programmer II (see 1)	23.16	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	17.70	
14160	Personal Computer Support Technician	24.87	
14170	System Support Specialist	27.54	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	28.32	
15020	Aircrew Training Devices Instructor (Rated)	34.26	
15030	Air Crew Training Devices Instructor (Pilot)	41.00	
15050	Computer Based Training Specialist / Instructor	28.32	
15060	Educational Technologist	29.27	
15070	Flight Instructor (Pilot)	41.00	
15080	Graphic Artist	26.33	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	40.50	
15086	Maintenance Test Pilot, Rotary Wing	40.50	
15088	Non-Maintenance Test/Co-Pilot	40.50	
15090	Technical Instructor	21.52	
15095	Technical Instructor/Course Developer	26.33	
15110	Test Proctor	18.61	
15120	Tutor	18.61	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.09	***
16030	Counter Attendant	11.09	***

16040	Dry Cleaner	13.69	***
16070	Finisher, Flatwork, Machine	11.09	***
16090	Presser, Hand	11.09	***
16110	Presser, Machine, Drycleaning	11.09	***
16130	Presser, Machine, Shirts	11.09	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.09	***
16190	Sewing Machine Operator	14.61	***
16220	Tailor	15.49	***
16250	Washer, Machine	11.90	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	22.75	
19040	Tool And Die Maker	27.41	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	16.83	
21030	Material Coordinator	21.44	
21040	Material Expediter	21.44	
21050	Material Handling Laborer	14.25	***
21071	Order Filler	13.74	***
21080	Production Line Worker (Food Processing)	16.83	
21110	Shipping Packer	18.46	
21130	Shipping/Receiving Clerk	18.46	
21140	Store Worker I	13.84	***
21150	Stock Clerk	18.61	
21210	Tools And Parts Attendant	16.83	
21410	Warehouse Specialist	16.83	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	24.66	
23019	Aircraft Logs and Records Technician	19.64	
23021	Aircraft Mechanic I	23.43	
23022	Aircraft Mechanic II	24.66	
23023	Aircraft Mechanic III	25.71	
23040	Aircraft Mechanic Helper	17.81	
23050	Aircraft, Painter	22.34	
23060	Aircraft Servicer	19.64	
23070	Aircraft Survival Flight Equipment Technician	22.34	
23080	Aircraft Worker	20.97	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	20.97	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	23.43	
23110	Appliance Mechanic	22.34	
23120	Bicycle Repairer	18.24	
23125	Cable Splicer	30.10	
23130	Carpenter, Maintenance	19.78	
23140	Carpet Layer	20.97	
23160	Electrician, Maintenance	30.18	
23181	Electronics Technician Maintenance I	20.97	
23182	Electronics Technician Maintenance II	24.16	
23183	Electronics Technician Maintenance III	25.34	
23260	Fabric Worker	19.64	
23290	Fire Alarm System Mechanic	23.43	
23310	Fire Extinguisher Repairer	18.24	
23311	Fuel Distribution System Mechanic	23.43	
23312	Fuel Distribution System Operator	18.24	
23370	General Maintenance Worker	17.40	

23380	Ground Support Equipment Mechanic	23.43	
23381	Ground Support Equipment Servicer	19.64	
23382	Ground Support Equipment Worker	20.97	
23391	Gunsmith I	18.24	
23392	Gunsmith II	20.97	
23393	Gunsmith III	23.43	
23410	Heating, Ventilation And Air-Conditioning	22.34	
23411	Heating, Ventilation And Air Contidioning	23.51	
23430	Heavy Equipment Mechanic	25.22	
23440	Heavy Equipment Operator	24.78	
23460	Instrument Mechanic	23.43	
23465	Laboratory/Shelter Mechanic	22.34	
23470	Laborer	14.25	***
23510	Locksmith	22.34	
23530	Machinery Maintenance Mechanic	24.68	
23550	Machinist, Maintenance	23.03	
23580	Maintenance Trades Helper	16.87	
23591	Metrology Technician I	23.43	
23592	Metrology Technician II	24.66	
23593	Metrology Technician III	25.71	
23640	Millwright	23.43	
23710	Office Appliance Repairer	22.34	
23760	Painter, Maintenance	21.49	
23790	Pipefitter, Maintenance	21.69	
23810	Plumber, Maintenance	20.73	
23820	Pneudraulic Systems Mechanic	23.43	
23850	Rigger	23.43	
23870	Scale Mechanic	20.97	
23890	Sheet-Metal Worker, Maintenance	23.43	
23910	Small Engine Mechanic	20.97	
23931	Telecommunications Mechanic I	24.39	
23932	Telecommunications Mechanic II	25.68	
23950	Telephone Lineman	26.60	
23960	Welder, Combination, Maintenance	21.69	
23965	Well Driller	23.43	
23970	Woodcraft Worker	23.43	
23980	Woodworker	18.24	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.08	***
24570	Child Care Attendant	10.45	***
24580	Child Care Center Clerk	13.03	***
24610	Chore Aide	10.63	***
24620	Family Readiness And Support Services	16.08	***
24630	Homemaker	16.08	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.55	
25040	Sewage Plant Operator	21.36	
25070	Stationary Engineer	22.55	
25190	Ventilation Equipment Tender	16.25	
25210	Water Treatment Plant Operator	21.36	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.49	***
27007	Baggage Inspector	10.99	***

27008	Corrections Officer	19.34	
27010	Court Security Officer	19.55	
27030	Detection Dog Handler	12.44	***
27040	Detention Officer	19.34	
27070	Firefighter	18.31	
27101	Guard I	10.99	***
27102	Guard II	12.44	***
27131	Police Officer I	22.12	
27132	Police Officer II	24.59	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.99	***
28042	Carnival Equipment Repairer	15.12	***
28043	Carnival Worker	10.55	***
28210	Gate Attendant/Gate Tender	17.16	
28310	Lifeguard	15.09	***
28350	Park Attendant (Aide)	19.20	
28510	Recreation Aide/Health Facility Attendant	14.00	***
28515	Recreation Specialist	21.91	
28630	Sports Official	14.20	***
28690	Swimming Pool Operator	17.79	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	20.97	
29020	Hatch Tender	20.97	
29030	Line Handler	20.97	
29041	Stevedore I	19.64	
29042	Stevedore II	22.34	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	18.95	
30022	Archeological Technician II	21.20	
30023	Archeological Technician III	26.27	
30030	Cartographic Technician	26.27	
30040	Civil Engineering Technician	22.29	
30051	Cryogenic Technician I	27.30	
30052	Cryogenic Technician II	30.15	
30061	Drafter/CAD Operator I	18.95	
30062	Drafter/CAD Operator II	21.20	
30063	Drafter/CAD Operator III	23.64	
30064	Drafter/CAD Operator IV	27.30	
30081	Engineering Technician I	15.68	***
30082	Engineering Technician II	17.59	
30083	Engineering Technician III	22.90	
30084	Engineering Technician IV	25.79	
30085	Engineering Technician V	31.55	
30086	Engineering Technician VI	38.17	
30090	Environmental Technician	24.53	
30095	Evidence Control Specialist	23.91	
30210	Laboratory Technician	25.55	
30221	Latent Fingerprint Technician I	26.48	
30222	Latent Fingerprint Technician II	29.25	
30240	Mathematical Technician	26.27	

30361	Paralegal/Legal Assistant I	19.32	
30362	Paralegal/Legal Assistant II	23.49	
30363	Paralegal/Legal Assistant III	28.75	
30364	Paralegal/Legal Assistant IV	34.79	
30375	Petroleum Supply Specialist	29.25	
30390	Photo-Optics Technician	26.27	
30395	Radiation Control Technician	29.25	
30461	Technical Writer I	23.91	
30462	Technical Writer II	29.25	
30463	Technical Writer III	35.38	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	27.30	
30502	Weather Forecaster II	33.21	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.64	
30621	Weather Observer, Senior (see 2)	26.27	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	12.61	***
31030	Bus Driver	17.56	
31043	Driver Courier	15.16	***
31260	Parking and Lot Attendant	11.47	***
31290	Shuttle Bus Driver	14.85	***
31310	Taxi Driver	13.45	***
31361	Truckdriver, Light	16.34	
31362	Truckdriver, Medium	17.56	
31363	Truckdriver, Heavy	20.04	
31364	Truckdriver, Tractor-Trailer	20.04	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	10.39	***
99050	Desk Clerk	11.17	***
99095	Embalmer	30.90	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	17.94	
99252	Laboratory Animal Caretaker II	19.33	
99260	Marketing Analyst	22.90	
99310	Mortician	30.90	
99410	Pest Controller	23.78	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	16.42	
99711	Recycling Specialist	19.74	
99730	Refuse Collector	14.89	***
99810	Sales Clerk	12.91	***
99820	School Crossing Guard	15.41	***
99830	Survey Party Chief	24.17	
99831	Surveying Aide	14.95	***
99832	Surveying Technician	20.53	
99840	Vending Machine Attendant	20.43	
99841	Vending Machine Repairer	25.00	
99842	Vending Machine Repairer Helper	20.43	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4297

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4297/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Berkeley

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.42	
01012	Accounting Clerk II	18.44	
01013	Accounting Clerk III	22.30	
01020	Administrative Assistant	31.41	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	16.22	
01042	Customer Service Representative II	17.70	
01043	Customer Service Representative III	19.88	
01051	Data Entry Operator I	15.41	***
01052	Data Entry Operator II	16.81	
01060	Dispatcher, Motor Vehicle	22.86	
01070	Document Preparation Clerk	18.01	
01090	Duplicating Machine Operator	18.01	
01111	General Clerk I	16.14	***

01112	General Clerk II	17.61	
01113	General Clerk III	19.78	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	14.95	***
01191	Order Clerk I	17.05	
01192	Order Clerk II	18.60	
01261	Personnel Assistant (Employment) I	20.12	
01262	Personnel Assistant (Employment) II	22.50	
01263	Personnel Assistant (Employment) III	25.08	
01270	Production Control Clerk	22.42	
01290	Rental Clerk	18.41	
01300	Scheduler, Maintenance	18.32	
01311	Secretary I	18.32	
01312	Secretary II	20.49	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	20.44	
01410	Supply Technician	31.41	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	15.87	***
01531	Travel Clerk I	16.10	***
01532	Travel Clerk II	17.56	
01533	Travel Clerk III	19.02	
01611	Word Processor I	16.31	
01612	Word Processor II	18.32	
01613	Word Processor III	20.49	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.26	
05010	Automotive Electrician	23.51	
05040	Automotive Glass Installer	22.15	
05070	Automotive Worker	22.15	
05110	Mobile Equipment Servicer	19.18	
05130	Motor Equipment Metal Mechanic	24.78	
05160	Motor Equipment Metal Worker	22.15	
05190	Motor Vehicle Mechanic	24.78	
05220	Motor Vehicle Mechanic Helper	18.49	
05250	Motor Vehicle Upholstery Worker	21.63	
05280	Motor Vehicle Wrecker	22.15	
05310	Painter, Automotive	23.51	
05340	Radiator Repair Specialist	22.15	
05370	Tire Repairer	15.47	***
05400	Transmission Repair Specialist	24.78	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.90	***
07041	Cook I	15.01	***
07042	Cook II	16.13	***
07070	Dishwasher	12.89	***
07130	Food Service Worker	13.58	***
07210	Meat Cutter	18.08	
07260	Waiter/Waitress	12.93	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.55	
09040	Furniture Handler	17.61	
09080	Furniture Refinisher	22.06	

09090	Furniture Refinisher Helper	19.09	
09110	Furniture Repairer, Minor	21.70	
09130	Upholsterer	22.06	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.83	***
11060	Elevator Operator	14.74	***
11090	Gardener	18.12	
11122	Housekeeping Aide	14.74	***
11150	Janitor	14.74	***
11210	Laborer, Grounds Maintenance	16.01	***
11240	Maid or Houseman	13.35	***
11260	Pruner	15.32	***
11270	Tractor Operator	17.35	
11330	Trail Maintenance Worker	16.01	***
11360	Window Cleaner	15.40	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.16	
12011	Breath Alcohol Technician	24.53	
12012	Certified Occupational Therapist Assistant	33.67	
12015	Certified Physical Therapist Assistant	29.71	
12020	Dental Assistant	20.52	
12025	Dental Hygienist	49.23	
12030	EKG Technician	33.48	
12035	Electroneurodiagnostic Technologist	33.48	
12040	Emergency Medical Technician	21.16	
12071	Licensed Practical Nurse I	21.94	
12072	Licensed Practical Nurse II	24.53	
12073	Licensed Practical Nurse III	27.35	
12100	Medical Assistant	17.63	
12130	Medical Laboratory Technician	24.00	
12160	Medical Record Clerk	20.14	
12190	Medical Record Technician	23.11	
12195	Medical Transcriptionist	22.71	
12210	Nuclear Medicine Technologist	53.92	
12221	Nursing Assistant I	13.68	***
12222	Nursing Assistant II	15.38	***
12223	Nursing Assistant III	16.78	
12224	Nursing Assistant IV	18.85	
12235	Optical Dispenser	20.17	
12236	Optical Technician	21.94	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	17.98	
12305	Radiologic Technologist	34.35	
12311	Registered Nurse I	30.01	
12312	Registered Nurse II	36.70	
12313	Registered Nurse II, Specialist	36.70	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.91	
12317	Scheduler (Drug and Alcohol Testing)	30.40	
12320	Substance Abuse Treatment Counselor	24.83	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.09	

13012	Exhibits Specialist II	27.38	
13013	Exhibits Specialist III	33.48	
13041	Illustrator I	22.09	
13042	Illustrator II	27.38	
13043	Illustrator III	33.48	
13047	Librarian	33.88	
13050	Library Aide/Clerk	17.59	
13054	Library Information Technology Systems	30.60	
13058	Library Technician	22.09	
13061	Media Specialist I	19.76	
13062	Media Specialist II	22.09	
13063	Media Specialist III	24.63	
13071	Photographer I	19.39	
13072	Photographer II	21.70	
13073	Photographer III	26.88	
13074	Photographer IV	32.89	
13075	Photographer V	39.78	
13090	Technical Order Library Clerk	22.09	
13110	Video Teleconference Technician	22.43	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.78	
14042	Computer Operator II	22.12	
14043	Computer Operator III	24.66	
14044	Computer Operator IV	27.42	
14045	Computer Operator V	30.36	
14071	Computer Programmer I (see 1)	26.36	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	19.78	
14160	Personal Computer Support Technician	27.42	
14170	System Support Specialist	30.36	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	36.47	
15020	Aircrew Training Devices Instructor (Rated)	44.06	
15030	Air Crew Training Devices Instructor (Pilot)	52.81	
15050	Computer Based Training Specialist / Instructor	36.47	
15060	Educational Technologist	44.41	
15070	Flight Instructor (Pilot)	52.81	
15080	Graphic Artist	26.80	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.13	
15086	Maintenance Test Pilot, Rotary Wing	51.13	
15088	Non-Maintenance Test/Co-Pilot	51.13	
15090	Technical Instructor	25.08	
15095	Technical Instructor/Course Developer	30.67	
15110	Test Proctor	20.20	
15120	Tutor	20.20	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	14.49	***
16030	Counter Attendant	14.49	***

16040	Dry Cleaner	16.56	
16070	Finisher, Flatwork, Machine	14.49	***
16090	Presser, Hand	14.49	***
16110	Presser, Machine, Drycleaning	14.49	***
16130	Presser, Machine, Shirts	14.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	14.49	***
16190	Sewing Machine Operator	17.25	
16220	Tailor	18.32	
16250	Washer, Machine	15.18	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.96	
19040	Tool And Die Maker	30.60	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.38	
21030	Material Coordinator	22.42	
21040	Material Expediter	22.42	
21050	Material Handling Laborer	16.06	***
21071	Order Filler	17.28	
21080	Production Line Worker (Food Processing)	19.38	
21110	Shipping Packer	19.28	
21130	Shipping/Receiving Clerk	19.28	
21140	Store Worker I	20.46	
21150	Stock Clerk	23.28	
21210	Tools And Parts Attendant	19.38	
21410	Warehouse Specialist	19.38	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	37.63	
23019	Aircraft Logs and Records Technician	32.86	
23021	Aircraft Mechanic I	36.44	
23022	Aircraft Mechanic II	37.63	
23023	Aircraft Mechanic III	38.79	
23040	Aircraft Mechanic Helper	30.51	
23050	Aircraft, Painter	35.25	
23060	Aircraft Servicer	32.86	
23070	Aircraft Survival Flight Equipment Technician	35.25	
23080	Aircraft Worker	34.07	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	34.07	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	36.44	
23110	Appliance Mechanic	26.96	
23120	Bicycle Repairer	24.24	
23125	Cable Splicer	36.47	
23130	Carpenter, Maintenance	21.97	
23140	Carpet Layer	26.05	
23160	Electrician, Maintenance	28.84	
23181	Electronics Technician Maintenance I	27.49	
23182	Electronics Technician Maintenance II	28.45	
23183	Electronics Technician Maintenance III	29.40	
23260	Fabric Worker	25.12	
23290	Fire Alarm System Mechanic	26.64	
23310	Fire Extinguisher Repairer	24.24	
23311	Fuel Distribution System Mechanic	30.81	
23312	Fuel Distribution System Operator	26.80	
23370	General Maintenance Worker	21.43	

23380	Ground Support Equipment Mechanic	36.44	
23381	Ground Support Equipment Servicer	32.86	
23382	Ground Support Equipment Worker	34.07	
23391	Gunsmith I	24.24	
23392	Gunsmith II	26.05	
23393	Gunsmith III	27.86	
23410	Heating, Ventilation And Air-Conditioning	24.50	
23411	Heating, Ventilation And Air Contidioning	25.29	
23430	Heavy Equipment Mechanic	29.28	
23440	Heavy Equipment Operator	23.89	
23460	Instrument Mechanic	27.86	
23465	Laboratory/Shelter Mechanic	26.96	
23470	Laborer	16.06	***
23510	Locksmith	26.96	
23530	Machinery Maintenance Mechanic	26.96	
23550	Machinist, Maintenance	27.21	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	27.86	
23592	Metrology Technician II	28.77	
23593	Metrology Technician III	29.66	
23640	Millwright	31.01	
23710	Office Appliance Repairer	22.96	
23760	Painter, Maintenance	21.75	
23790	Pipefitter, Maintenance	24.63	
23810	Plumber, Maintenance	23.63	
23820	Pneudraulic Systems Mechanic	27.86	
23850	Rigger	27.86	
23870	Scale Mechanic	26.05	
23890	Sheet-Metal Worker, Maintenance	25.20	
23910	Small Engine Mechanic	26.05	
23931	Telecommunications Mechanic I	31.69	
23932	Telecommunications Mechanic II	32.71	
23950	Telephone Lineman	39.92	
23960	Welder, Combination, Maintenance	22.91	
23965	Well Driller	27.86	
23970	Woodcraft Worker	27.86	
23980	Woodworker	24.24	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.19	
24570	Child Care Attendant	12.79	***
24580	Child Care Center Clerk	15.95	***
24610	Chore Aide	14.37	***
24620	Family Readiness And Support Services	17.19	
24630	Homemaker	17.73	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.30	
25040	Sewage Plant Operator	23.94	
25070	Stationary Engineer	27.30	
25190	Ventilation Equipment Tender	22.71	
25210	Water Treatment Plant Operator	23.94	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	20.98	
27007	Baggage Inspector	15.38	***

27008	Corrections Officer	24.88	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	17.77	
27040	Detention Officer	24.88	
27070	Firefighter	24.63	
27101	Guard I	15.38	***
27102	Guard II	17.77	
27131	Police Officer I	26.52	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.16	***
28042	Carnival Equipment Repairer	14.71	***
28043	Carnival Worker	12.50	***
28210	Gate Attendant/Gate Tender	16.57	
28310	Lifeguard	12.93	***
28350	Park Attendant (Aide)	18.54	
28510	Recreation Aide/Health Facility Attendant	13.52	***
28515	Recreation Specialist	22.96	
28630	Sports Official	14.75	***
28690	Swimming Pool Operator	18.21	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.50	
29020	Hatch Tender	26.50	
29030	Line Handler	26.50	
29041	Stevedore I	25.56	
29042	Stevedore II	27.42	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	48.97	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	33.77	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19	
30021	Archeological Technician I	20.52	
30022	Archeological Technician II	22.94	
30023	Archeological Technician III	28.42	
30030	Cartographic Technician	28.42	
30040	Civil Engineering Technician	28.42	
30051	Cryogenic Technician I	31.47	
30052	Cryogenic Technician II	34.77	
30061	Drafter/CAD Operator I	20.52	
30062	Drafter/CAD Operator II	22.94	
30063	Drafter/CAD Operator III	25.57	
30064	Drafter/CAD Operator IV	31.47	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	28.42	
30095	Evidence Control Specialist	28.42	
30210	Laboratory Technician	25.57	
30221	Latent Fingerprint Technician I	31.47	
30222	Latent Fingerprint Technician II	34.77	
30240	Mathematical Technician	28.94	

30361	Paralegal/Legal Assistant I	23.32	
30362	Paralegal/Legal Assistant II	28.90	
30363	Paralegal/Legal Assistant III	35.35	
30364	Paralegal/Legal Assistant IV	42.76	
30375	Petroleum Supply Specialist	34.77	
30390	Photo-Optics Technician	28.42	
30395	Radiation Control Technician	34.77	
30461	Technical Writer I	28.42	
30462	Technical Writer II	34.77	
30463	Technical Writer III	42.07	
30491	Unexploded Ordnance (UXO) Technician I	31.12	
30492	Unexploded Ordnance (UXO) Technician II	37.66	
30493	Unexploded Ordnance (UXO) Technician III	45.14	
30494	Unexploded (UXO) Safety Escort	31.12	
30495	Unexploded (UXO) Sweep Personnel	31.12	
30501	Weather Forecaster I	31.47	
30502	Weather Forecaster II	38.29	
30620	Weather Observer, Combined Upper Air Or (see 2)	25.57	
30621	Weather Observer, Senior (see 2)	28.42	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	37.66	
31020	Bus Aide	19.04	
31030	Bus Driver	22.94	
31043	Driver Courier	21.05	
31260	Parking and Lot Attendant	18.66	
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	15.38	***
31361	Truckdriver, Light	21.88	
31362	Truckdriver, Medium	22.70	
31363	Truckdriver, Heavy	23.71	
31364	Truckdriver, Tractor-Trailer	23.71	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	18.36	
99030	Cashier	12.75	***
99050	Desk Clerk	12.83	***
99095	Embalmer	31.73	
99130	Flight Follower	31.12	
99251	Laboratory Animal Caretaker I	15.90	***
99252	Laboratory Animal Caretaker II	16.52	
99260	Marketing Analyst	28.95	
99310	Mortician	31.73	
99410	Pest Controller	22.32	
99510	Photofinishing Worker	16.36	
99710	Recycling Laborer	20.44	
99711	Recycling Specialist	22.16	
99730	Refuse Collector	19.57	
99810	Sales Clerk	13.21	***
99820	School Crossing Guard	16.44	
99830	Survey Party Chief	24.34	
99831	Surveying Aide	15.13	***
99832	Surveying Technician	21.55	
99840	Vending Machine Attendant	22.35	
99841	Vending Machine Repairer	27.02	
99842	Vending Machine Repairer Helper	22.35	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4299

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 20

Date Of Last Revision : 06/12/2023

Source : <https://sam.gov/wage-determination/2015-4299/20>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Floyd, Giles, Montgomery, Pulaski

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

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.07	***
01012	Accounting Clerk II	18.05	
01013	Accounting Clerk III	20.19	
01020	Administrative Assistant	25.98	
01035	Court Reporter	19.70	
01041	Customer Service Representative I	13.64	***
01042	Customer Service Representative II	14.88	***
01043	Customer Service Representative III	16.71	
01051	Data Entry Operator I	14.38	***
01052	Data Entry Operator II	15.69	***
01060	Dispatcher, Motor Vehicle	17.90	
01070	Document Preparation Clerk	15.69	***
01090	Duplicating Machine Operator	15.69	***
01111	General Clerk I	15.04	***

01112	General Clerk II	16.41	
01113	General Clerk III	18.43	
01120	Housing Referral Assistant	21.97	
01141	Messenger Courier	12.79	***
01191	Order Clerk I	14.38	***
01192	Order Clerk II	15.69	***
01261	Personnel Assistant (Employment) I	17.62	
01262	Personnel Assistant (Employment) II	19.70	
01263	Personnel Assistant (Employment) III	21.97	
01270	Production Control Clerk	26.36	
01290	Rental Clerk	15.62	***
01300	Scheduler, Maintenance	17.62	
01311	Secretary I	17.62	
01312	Secretary II	19.70	
01313	Secretary III	21.97	
01320	Service Order Dispatcher	16.40	
01410	Supply Technician	25.98	
01420	Survey Worker	17.10	
01460	Switchboard Operator/Receptionist	14.12	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	15.69	***
01612	Word Processor II	17.62	
01613	Word Processor III	19.70	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.48	
05010	Automotive Electrician	19.44	
05040	Automotive Glass Installer	18.36	
05070	Automotive Worker	18.36	
05110	Mobile Equipment Servicer	16.15	***
05130	Motor Equipment Metal Mechanic	20.39	
05160	Motor Equipment Metal Worker	18.36	
05190	Motor Vehicle Mechanic	20.39	
05220	Motor Vehicle Mechanic Helper	15.09	***
05250	Motor Vehicle Upholstery Worker	17.28	
05280	Motor Vehicle Wrecker	18.36	
05310	Painter, Automotive	19.44	
05340	Radiator Repair Specialist	18.36	
05370	Tire Repairer	15.54	***
05400	Transmission Repair Specialist	20.39	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.16	***
07041	Cook I	13.89	***
07042	Cook II	15.79	***
07070	Dishwasher	11.59	***
07130	Food Service Worker	11.32	***
07210	Meat Cutter	16.69	
07260	Waiter/Waitress	11.98	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.73	
09040	Furniture Handler	15.01	***
09080	Furniture Refinisher	22.73	

09090	Furniture Refinisher Helper	17.59	
09110	Furniture Repairer, Minor	20.21	
09130	Upholsterer	22.73	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.68	***
11060	Elevator Operator	13.96	***
11090	Gardener	18.01	
11122	Housekeeping Aide	13.96	***
11150	Janitor	13.96	***
11210	Laborer, Grounds Maintenance	14.31	***
11240	Maid or Houseman	11.49	***
11260	Pruner	13.02	***
11270	Tractor Operator	16.77	
11330	Trail Maintenance Worker	14.31	***
11360	Window Cleaner	15.34	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.62	
12011	Breath Alcohol Technician	20.80	
12012	Certified Occupational Therapist Assistant	28.54	
12015	Certified Physical Therapist Assistant	30.68	
12020	Dental Assistant	21.50	
12025	Dental Hygienist	37.26	
12030	EKG Technician	31.52	
12035	Electroneurodiagnostic Technologist	31.52	
12040	Emergency Medical Technician	17.62	
12071	Licensed Practical Nurse I	18.60	
12072	Licensed Practical Nurse II	20.80	
12073	Licensed Practical Nurse III	23.19	
12100	Medical Assistant	16.27	
12130	Medical Laboratory Technician	28.56	
12160	Medical Record Clerk	17.50	
12190	Medical Record Technician	20.03	
12195	Medical Transcriptionist	18.60	
12210	Nuclear Medicine Technologist	45.72	
12221	Nursing Assistant I	12.44	***
12222	Nursing Assistant II	13.99	***
12223	Nursing Assistant III	15.26	***
12224	Nursing Assistant IV	17.14	
12235	Optical Dispenser	21.80	
12236	Optical Technician	18.60	
12250	Pharmacy Technician	17.25	
12280	Phlebotomist	18.07	
12305	Radiologic Technologist	31.38	
12311	Registered Nurse I	24.78	
12312	Registered Nurse II	30.30	
12313	Registered Nurse II, Specialist	30.30	
12314	Registered Nurse III	36.66	
12315	Registered Nurse III, Anesthetist	36.66	
12316	Registered Nurse IV	43.95	
12317	Scheduler (Drug and Alcohol Testing)	25.78	
12320	Substance Abuse Treatment Counselor	23.21	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.74	

13012	Exhibits Specialist II	21.99	
13013	Exhibits Specialist III	26.89	
13041	Illustrator I	17.74	
13042	Illustrator II	21.99	
13043	Illustrator III	26.89	
13047	Librarian	24.35	
13050	Library Aide/Clerk	11.85	***
13054	Library Information Technology Systems	21.99	
13058	Library Technician	17.74	
13061	Media Specialist I	15.87	***
13062	Media Specialist II	17.74	
13063	Media Specialist III	19.78	
13071	Photographer I	15.87	***
13072	Photographer II	17.74	
13073	Photographer III	21.99	
13074	Photographer IV	26.89	
13075	Photographer V	32.54	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	25.43	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.59	
14042	Computer Operator II	21.90	
14043	Computer Operator III	24.76	
14044	Computer Operator IV	27.54	
14045	Computer Operator V	30.47	
14071	Computer Programmer I (see 1)	22.46	
14072	Computer Programmer II (see 1)	25.48	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	19.59	
14160	Personal Computer Support Technician	27.54	
14170	System Support Specialist	31.27	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.63	
15020	Aircrew Training Devices Instructor (Rated)	38.26	
15030	Air Crew Training Devices Instructor (Pilot)	45.70	
15050	Computer Based Training Specialist / Instructor	31.63	
15060	Educational Technologist	29.66	
15070	Flight Instructor (Pilot)	45.70	
15080	Graphic Artist	24.13	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.85	
15086	Maintenance Test Pilot, Rotary Wing	45.85	
15088	Non-Maintenance Test/Co-Pilot	45.85	
15090	Technical Instructor	24.10	
15095	Technical Instructor/Course Developer	29.48	
15110	Test Proctor	19.45	
15120	Tutor	19.45	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	13.13	***
16030	Counter Attendant	13.13	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	13.13	***
16090	Presser, Hand	13.13	***
16110	Presser, Machine, Drycleaning	13.13	***
16130	Presser, Machine, Shirts	13.13	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.13	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.76	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.82	
19040	Tool And Die Maker	29.57	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.38	
21030	Material Coordinator	26.36	
21040	Material Expediter	26.36	
21050	Material Handling Laborer	17.58	
21071	Order Filler	12.80	***
21080	Production Line Worker (Food Processing)	18.38	
21110	Shipping Packer	17.05	
21130	Shipping/Receiving Clerk	17.05	
21140	Store Worker I	13.64	***
21150	Stock Clerk	17.90	
21210	Tools And Parts Attendant	18.38	
21410	Warehouse Specialist	18.38	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	26.25	
23019	Aircraft Logs and Records Technician	21.21	
23021	Aircraft Mechanic I	25.04	
23022	Aircraft Mechanic II	26.25	
23023	Aircraft Mechanic III	27.44	
23040	Aircraft Mechanic Helper	18.46	
23050	Aircraft, Painter	23.86	
23060	Aircraft Servicer	21.21	
23070	Aircraft Survival Flight Equipment Technician	23.86	
23080	Aircraft Worker	22.54	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	22.54	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	25.04	
23110	Appliance Mechanic	23.86	
23120	Bicycle Repairer	19.83	
23125	Cable Splicer	34.36	
23130	Carpenter, Maintenance	20.22	
23140	Carpet Layer	22.54	
23160	Electrician, Maintenance	27.38	
23181	Electronics Technician Maintenance I	23.46	
23182	Electronics Technician Maintenance II	24.83	
23183	Electronics Technician Maintenance III	26.07	
23260	Fabric Worker	21.21	
23290	Fire Alarm System Mechanic	25.04	
23310	Fire Extinguisher Repairer	19.83	
23311	Fuel Distribution System Mechanic	25.04	
23312	Fuel Distribution System Operator	19.83	
23370	General Maintenance Worker	22.60	

23380	Ground Support Equipment Mechanic	25.04	
23381	Ground Support Equipment Servicer	21.21	
23382	Ground Support Equipment Worker	22.54	
23391	Gunsmith I	19.83	
23392	Gunsmith II	22.54	
23393	Gunsmith III	25.04	
23410	Heating, Ventilation And Air-Conditioning	22.34	
23411	Heating, Ventilation And Air Contidioning	23.42	
23430	Heavy Equipment Mechanic	24.17	
23440	Heavy Equipment Operator	21.89	
23460	Instrument Mechanic	25.04	
23465	Laboratory/Shelter Mechanic	23.86	
23470	Laborer	17.58	
23510	Locksmith	23.86	
23530	Machinery Maintenance Mechanic	29.76	
23550	Machinist, Maintenance	24.40	
23580	Maintenance Trades Helper	15.94	***
23591	Metrology Technician I	25.04	
23592	Metrology Technician II	26.25	
23593	Metrology Technician III	27.44	
23640	Millwright	25.04	
23710	Office Appliance Repairer	23.86	
23760	Painter, Maintenance	18.56	
23790	Pipefitter, Maintenance	24.17	
23810	Plumber, Maintenance	23.02	
23820	Pneudraulic Systems Mechanic	25.04	
23850	Rigger	25.04	
23870	Scale Mechanic	22.54	
23890	Sheet-Metal Worker, Maintenance	25.04	
23910	Small Engine Mechanic	22.03	
23931	Telecommunications Mechanic I	25.04	
23932	Telecommunications Mechanic II	26.25	
23950	Telephone Lineman	25.04	
23960	Welder, Combination, Maintenance	22.99	
23965	Well Driller	25.04	
23970	Woodcraft Worker	25.04	
23980	Woodworker	19.83	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.23	
24570	Child Care Attendant	11.51	***
24580	Child Care Center Clerk	14.35	***
24610	Chore Aide	12.02	***
24620	Family Readiness And Support Services	16.23	
24630	Homemaker	16.23	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.66	
25040	Sewage Plant Operator	22.17	
25070	Stationary Engineer	25.66	
25190	Ventilation Equipment Tender	18.63	
25210	Water Treatment Plant Operator	22.17	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.13	
27007	Baggage Inspector	15.28	***

27008	Corrections Officer	19.32	
27010	Court Security Officer	18.70	
27030	Detection Dog Handler	17.09	
27040	Detention Officer	19.32	
27070	Firefighter	19.32	
27101	Guard I	15.28	***
27102	Guard II	17.09	
27131	Police Officer I	21.15	
27132	Police Officer II	23.51	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.16	***
28042	Carnival Equipment Repairer	15.21	***
28043	Carnival Worker	11.00	***
28210	Gate Attendant/Gate Tender	15.06	***
28310	Lifeguard	11.01	***
28350	Park Attendant (Aide)	16.84	
28510	Recreation Aide/Health Facility Attendant	12.30	***
28515	Recreation Specialist	20.88	
28630	Sports Official	13.42	***
28690	Swimming Pool Operator	17.40	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.54	
29020	Hatch Tender	22.54	
29030	Line Handler	22.54	
29041	Stevedore I	21.21	
29042	Stevedore II	23.86	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	18.98	
30022	Archeological Technician II	21.23	
30023	Archeological Technician III	26.30	
30030	Cartographic Technician	26.30	
30040	Civil Engineering Technician	26.30	
30051	Cryogenic Technician I	29.13	
30052	Cryogenic Technician II	32.18	
30061	Drafter/CAD Operator I	18.98	
30062	Drafter/CAD Operator II	21.23	
30063	Drafter/CAD Operator III	23.66	
30064	Drafter/CAD Operator IV	29.13	
30081	Engineering Technician I	16.06	***
30082	Engineering Technician II	18.04	
30083	Engineering Technician III	20.19	
30084	Engineering Technician IV	24.99	
30085	Engineering Technician V	30.58	
30086	Engineering Technician VI	36.99	
30090	Environmental Technician	26.30	
30095	Evidence Control Specialist	26.30	
30210	Laboratory Technician	24.69	
30221	Latent Fingerprint Technician I	29.13	
30222	Latent Fingerprint Technician II	32.18	
30240	Mathematical Technician	26.30	

30361	Paralegal/Legal Assistant I	19.74	
30362	Paralegal/Legal Assistant II	24.45	
30363	Paralegal/Legal Assistant III	29.91	
30364	Paralegal/Legal Assistant IV	36.19	
30375	Petroleum Supply Specialist	32.18	
30390	Photo-Optics Technician	25.75	
30395	Radiation Control Technician	32.18	
30461	Technical Writer I	24.10	
30462	Technical Writer II	29.47	
30463	Technical Writer III	35.65	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	29.13	
30502	Weather Forecaster II	35.42	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.66	
30621	Weather Observer, Senior (see 2)	26.30	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	12.00	***
31030	Bus Driver	16.06	***
31043	Driver Courier	14.96	***
31260	Parking and Lot Attendant	12.25	***
31290	Shuttle Bus Driver	15.28	***
31310	Taxi Driver	15.13	***
31361	Truckdriver, Light	16.07	***
31362	Truckdriver, Medium	17.19	
31363	Truckdriver, Heavy	20.68	
31364	Truckdriver, Tractor-Trailer	20.68	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	11.34	***
99050	Desk Clerk	11.94	***
99095	Embalmer	27.37	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	14.24	***
99252	Laboratory Animal Caretaker II	15.30	***
99260	Marketing Analyst	27.90	
99310	Mortician	27.37	
99410	Pest Controller	22.17	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	15.03	***
99711	Recycling Specialist	17.61	
99730	Refuse Collector	13.68	***
99810	Sales Clerk	12.41	***
99820	School Crossing Guard	14.99	***
99830	Survey Party Chief	25.12	
99831	Surveying Aide	15.21	***
99832	Surveying Technician	20.84	
99840	Vending Machine Attendant	19.30	
99841	Vending Machine Repairer	23.56	
99842	Vending Machine Repairer Helper	19.30	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4301

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 22

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4301/22>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of Greene

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.70	
01012	Accounting Clerk II	18.76	
01013	Accounting Clerk III	22.30	
01020	Administrative Assistant	31.78	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	14.60	***
01042	Customer Service Representative II	15.93	***
01043	Customer Service Representative III	17.88	
01051	Data Entry Operator I	16.65	
01052	Data Entry Operator II	18.17	
01060	Dispatcher, Motor Vehicle	21.84	
01070	Document Preparation Clerk	18.60	
01090	Duplicating Machine Operator	18.60	
01111	General Clerk I	15.33	***

01112	General Clerk II	16.73	
01113	General Clerk III	18.79	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	13.71	***
01191	Order Clerk I	17.34	
01192	Order Clerk II	18.92	
01261	Personnel Assistant (Employment) I	18.62	
01262	Personnel Assistant (Employment) II	20.83	
01263	Personnel Assistant (Employment) III	23.18	
01270	Production Control Clerk	27.28	
01290	Rental Clerk	17.79	
01300	Scheduler, Maintenance	18.87	
01311	Secretary I	18.87	
01312	Secretary II	21.12	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	19.51	
01410	Supply Technician	31.78	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	16.28	
01531	Travel Clerk I	17.45	
01532	Travel Clerk II	18.61	
01533	Travel Clerk III	19.72	
01611	Word Processor I	17.19	
01612	Word Processor II	19.22	
01613	Word Processor III	21.12	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.69	
05010	Automotive Electrician	22.28	
05040	Automotive Glass Installer	21.00	
05070	Automotive Worker	21.00	
05110	Mobile Equipment Servicer	18.88	
05130	Motor Equipment Metal Mechanic	23.38	
05160	Motor Equipment Metal Worker	21.00	
05190	Motor Vehicle Mechanic	23.38	
05220	Motor Vehicle Mechanic Helper	18.12	
05250	Motor Vehicle Upholstery Worker	19.61	
05280	Motor Vehicle Wrecker	21.00	
05310	Painter, Automotive	22.28	
05340	Radiator Repair Specialist	21.00	
05370	Tire Repairer	17.01	
05400	Transmission Repair Specialist	23.38	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.94	***
07041	Cook I	16.29	
07042	Cook II	18.62	
07070	Dishwasher	13.09	***
07130	Food Service Worker	12.75	***
07210	Meat Cutter	17.64	
07260	Waiter/Waitress	14.09	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.65	
09040	Furniture Handler	15.44	***
09080	Furniture Refinisher	24.65	

09090	Furniture Refinisher Helper	18.80	
09110	Furniture Repairer, Minor	21.66	
09130	Upholsterer	24.65	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.75	***
11060	Elevator Operator	13.99	***
11090	Gardener	21.16	
11122	Housekeeping Aide	14.12	***
11150	Janitor	14.12	***
11210	Laborer, Grounds Maintenance	16.15	***
11240	Maid or Houseman	13.72	***
11260	Pruner	14.32	***
11270	Tractor Operator	19.64	
11330	Trail Maintenance Worker	16.15	***
11360	Window Cleaner	15.93	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.85	
12011	Breath Alcohol Technician	23.61	
12012	Certified Occupational Therapist Assistant	32.40	
12015	Certified Physical Therapist Assistant	30.86	
12020	Dental Assistant	20.78	
12025	Dental Hygienist	42.12	
12030	EKG Technician	35.78	
12035	Electroneurodiagnostic Technologist	35.78	
12040	Emergency Medical Technician	21.85	
12071	Licensed Practical Nurse I	21.11	
12072	Licensed Practical Nurse II	23.61	
12073	Licensed Practical Nurse III	26.32	
12100	Medical Assistant	18.17	
12130	Medical Laboratory Technician	25.99	
12160	Medical Record Clerk	21.70	
12190	Medical Record Technician	24.27	
12195	Medical Transcriptionist	19.58	
12210	Nuclear Medicine Technologist	51.89	
12221	Nursing Assistant I	12.79	***
12222	Nursing Assistant II	14.38	***
12223	Nursing Assistant III	15.69	***
12224	Nursing Assistant IV	17.62	
12235	Optical Dispenser	24.53	
12236	Optical Technician	20.87	
12250	Pharmacy Technician	18.30	
12280	Phlebotomist	19.90	
12305	Radiologic Technologist	31.11	
12311	Registered Nurse I	27.64	
12312	Registered Nurse II	33.44	
12313	Registered Nurse II, Specialist	33.44	
12314	Registered Nurse III	40.13	
12315	Registered Nurse III, Anesthetist	40.13	
12316	Registered Nurse IV	48.10	
12317	Scheduler (Drug and Alcohol Testing)	29.26	
12320	Substance Abuse Treatment Counselor	23.62	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.88	

13012	Exhibits Specialist II	28.34	
13013	Exhibits Specialist III	34.67	
13041	Illustrator I	22.88	
13042	Illustrator II	28.34	
13043	Illustrator III	34.67	
13047	Librarian	33.88	
13050	Library Aide/Clerk	14.21	***
13054	Library Information Technology Systems	30.60	
13058	Library Technician	23.86	
13061	Media Specialist I	20.46	
13062	Media Specialist II	22.88	
13063	Media Specialist III	25.50	
13071	Photographer I	20.46	
13072	Photographer II	22.88	
13073	Photographer III	28.34	
13074	Photographer IV	34.67	
13075	Photographer V	41.96	
13090	Technical Order Library Clerk	17.14	
13110	Video Teleconference Technician	20.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	22.69	
14042	Computer Operator II	25.37	
14043	Computer Operator III	28.29	
14044	Computer Operator IV	31.45	
14045	Computer Operator V	34.82	
14071	Computer Programmer I (see 1)	nan	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	22.69	
14160	Personal Computer Support Technician	31.45	
14170	System Support Specialist	34.82	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	36.47	
15020	Aircrew Training Devices Instructor (Rated)	44.06	
15030	Air Crew Training Devices Instructor (Pilot)	52.81	
15050	Computer Based Training Specialist / Instructor	36.47	
15060	Educational Technologist	36.15	
15070	Flight Instructor (Pilot)	52.81	
15080	Graphic Artist	25.95	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.41	
15086	Maintenance Test Pilot, Rotary Wing	46.41	
15088	Non-Maintenance Test/Co-Pilot	46.41	
15090	Technical Instructor	27.67	
15095	Technical Instructor/Course Developer	33.85	
15110	Test Proctor	22.34	
15120	Tutor	22.34	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.86	***
16030	Counter Attendant	12.86	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.86	***
16090	Presser, Hand	12.86	***
16110	Presser, Machine, Drycleaning	12.86	***
16130	Presser, Machine, Shirts	12.86	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.86	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.92	
19040	Tool And Die Maker	32.30	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.91	
21030	Material Coordinator	27.28	
21040	Material Expediter	27.28	
21050	Material Handling Laborer	15.94	***
21071	Order Filler	14.82	***
21080	Production Line Worker (Food Processing)	18.91	
21110	Shipping Packer	17.21	
21130	Shipping/Receiving Clerk	17.21	
21140	Store Worker I	14.95	***
21150	Stock Clerk	20.08	
21210	Tools And Parts Attendant	18.91	
21410	Warehouse Specialist	18.91	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	29.72	
23019	Aircraft Logs and Records Technician	23.78	
23021	Aircraft Mechanic I	28.41	
23022	Aircraft Mechanic II	29.72	
23023	Aircraft Mechanic III	31.09	
23040	Aircraft Mechanic Helper	20.70	
23050	Aircraft, Painter	27.07	
23060	Aircraft Servicer	23.78	
23070	Aircraft Survival Flight Equipment Technician	27.07	
23080	Aircraft Worker	25.51	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	25.51	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	28.41	
23110	Appliance Mechanic	26.92	
23120	Bicycle Repairer	22.19	
23125	Cable Splicer	38.60	
23130	Carpenter, Maintenance	22.75	
23140	Carpet Layer	25.37	
23160	Electrician, Maintenance	27.98	
23181	Electronics Technician Maintenance I	25.37	
23182	Electronics Technician Maintenance II	26.92	
23183	Electronics Technician Maintenance III	28.25	
23260	Fabric Worker	23.65	
23290	Fire Alarm System Mechanic	26.63	
23310	Fire Extinguisher Repairer	22.19	
23311	Fuel Distribution System Mechanic	28.41	
23312	Fuel Distribution System Operator	22.32	
23370	General Maintenance Worker	21.43	

23380	Ground Support Equipment Mechanic	28.41	
23381	Ground Support Equipment Servicer	23.78	
23382	Ground Support Equipment Worker	25.51	
23391	Gunsmith I	22.19	
23392	Gunsmith II	25.37	
23393	Gunsmith III	28.25	
23410	Heating, Ventilation And Air-Conditioning	24.51	
23411	Heating, Ventilation And Air Contidioning	25.64	
23430	Heavy Equipment Mechanic	24.88	
23440	Heavy Equipment Operator	22.91	
23460	Instrument Mechanic	28.25	
23465	Laboratory/Shelter Mechanic	26.92	
23470	Laborer	16.27	
23510	Locksmith	26.92	
23530	Machinery Maintenance Mechanic	28.36	
23550	Machinist, Maintenance	25.20	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	28.25	
23592	Metrology Technician II	29.55	
23593	Metrology Technician III	30.91	
23640	Millwright	28.25	
23710	Office Appliance Repairer	24.61	
23760	Painter, Maintenance	21.75	
23790	Pipefitter, Maintenance	25.30	
23810	Plumber, Maintenance	24.11	
23820	Pneudraulic Systems Mechanic	28.25	
23850	Rigger	28.25	
23870	Scale Mechanic	25.37	
23890	Sheet-Metal Worker, Maintenance	25.20	
23910	Small Engine Mechanic	23.90	
23931	Telecommunications Mechanic I	31.49	
23932	Telecommunications Mechanic II	32.94	
23950	Telephone Lineman	33.17	
23960	Welder, Combination, Maintenance	26.55	
23965	Well Driller	28.25	
23970	Woodcraft Worker	28.25	
23980	Woodworker	22.19	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.15	
24570	Child Care Attendant	12.55	***
24580	Child Care Center Clerk	15.65	***
24610	Chore Aide	12.02	***
24620	Family Readiness And Support Services	18.15	
24630	Homemaker	18.15	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.83	
25040	Sewage Plant Operator	23.53	
25070	Stationary Engineer	25.83	
25190	Ventilation Equipment Tender	18.82	
25210	Water Treatment Plant Operator	23.53	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	19.06	
27007	Baggage Inspector	15.38	***

27008	Corrections Officer	22.80	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	17.67	
27040	Detention Officer	22.80	
27070	Firefighter	24.63	
27101	Guard I	15.38	***
27102	Guard II	17.67	
27131	Police Officer I	26.52	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.08	***
28042	Carnival Equipment Repairer	17.38	
28043	Carnival Worker	11.77	***
28210	Gate Attendant/Gate Tender	18.21	
28310	Lifeguard	14.23	***
28350	Park Attendant (Aide)	20.37	
28510	Recreation Aide/Health Facility Attendant	14.86	***
28515	Recreation Specialist	25.24	
28630	Sports Official	16.21	
28690	Swimming Pool Operator	19.86	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.37	
29020	Hatch Tender	25.37	
29030	Line Handler	25.37	
29041	Stevedore I	23.65	
29042	Stevedore II	26.92	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	19.53	
30022	Archeological Technician II	22.00	
30023	Archeological Technician III	27.27	
30030	Cartographic Technician	27.27	
30040	Civil Engineering Technician	24.79	
30051	Cryogenic Technician I	27.99	
30052	Cryogenic Technician II	30.91	
30061	Drafter/CAD Operator I	19.53	
30062	Drafter/CAD Operator II	22.00	
30063	Drafter/CAD Operator III	25.19	
30064	Drafter/CAD Operator IV	29.89	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	26.85	
30095	Evidence Control Specialist	25.28	
30210	Laboratory Technician	23.38	
30221	Latent Fingerprint Technician I	27.99	
30222	Latent Fingerprint Technician II	30.91	
30240	Mathematical Technician	29.83	

30361	Paralegal/Legal Assistant I	19.53	
30362	Paralegal/Legal Assistant II	25.78	
30363	Paralegal/Legal Assistant III	31.54	
30364	Paralegal/Legal Assistant IV	38.16	
30375	Petroleum Supply Specialist	30.91	
30390	Photo-Optics Technician	27.98	
30395	Radiation Control Technician	30.91	
30461	Technical Writer I	28.95	
30462	Technical Writer II	35.41	
30463	Technical Writer III	42.85	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	29.89	
30502	Weather Forecaster II	36.36	
30620	Weather Observer, Combined Upper Air Or (see 2)	25.19	
30621	Weather Observer, Senior (see 2)	27.12	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	16.22	
31030	Bus Driver	20.85	
31043	Driver Courier	16.65	
31260	Parking and Lot Attendant	13.27	***
31290	Shuttle Bus Driver	15.77	***
31310	Taxi Driver	15.77	***
31361	Truckdriver, Light	17.97	
31362	Truckdriver, Medium	19.18	
31363	Truckdriver, Heavy	22.48	
31364	Truckdriver, Tractor-Trailer	22.48	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	12.46	***
99050	Desk Clerk	12.84	***
99095	Embalmer	27.37	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	15.88	***
99252	Laboratory Animal Caretaker II	17.12	
99260	Marketing Analyst	30.28	
99310	Mortician	27.37	
99410	Pest Controller	18.32	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	19.71	
99711	Recycling Specialist	23.03	
99730	Refuse Collector	17.48	
99810	Sales Clerk	13.73	***
99820	School Crossing Guard	16.06	***
99830	Survey Party Chief	27.60	
99831	Surveying Aide	17.22	
99832	Surveying Technician	23.60	
99840	Vending Machine Attendant	22.03	
99841	Vending Machine Repairer	27.22	
99842	Vending Machine Repairer Helper	22.03	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4303

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4303/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Albemarle, Buckingham, Charlottesville, Fluvanna

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

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.70	
01012	Accounting Clerk II	18.76	
01013	Accounting Clerk III	20.98	
01020	Administrative Assistant	31.78	
01035	Court Reporter	21.12	
01041	Customer Service Representative I	14.60	***
01042	Customer Service Representative II	15.93	***
01043	Customer Service Representative III	17.88	
01051	Data Entry Operator I	16.65	
01052	Data Entry Operator II	18.17	
01060	Dispatcher, Motor Vehicle	21.84	
01070	Document Preparation Clerk	18.60	
01090	Duplicating Machine Operator	18.60	
01111	General Clerk I	15.33	***

01112	General Clerk II	16.73	
01113	General Clerk III	18.79	
01120	Housing Referral Assistant	23.06	
01141	Messenger Courier	13.71	***
01191	Order Clerk I	17.34	
01192	Order Clerk II	18.92	
01261	Personnel Assistant (Employment) I	18.60	
01262	Personnel Assistant (Employment) II	20.79	
01263	Personnel Assistant (Employment) III	23.18	
01270	Production Control Clerk	27.28	
01290	Rental Clerk	17.79	
01300	Scheduler, Maintenance	18.49	
01311	Secretary I	18.49	
01312	Secretary II	20.68	
01313	Secretary III	23.06	
01320	Service Order Dispatcher	19.51	
01410	Supply Technician	31.78	
01420	Survey Worker	18.37	
01460	Switchboard Operator/Receptionist	16.28	
01531	Travel Clerk I	17.45	
01532	Travel Clerk II	18.61	
01533	Travel Clerk III	19.72	
01611	Word Processor I	16.47	
01612	Word Processor II	18.88	
01613	Word Processor III	20.68	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.69	
05010	Automotive Electrician	22.28	
05040	Automotive Glass Installer	21.00	
05070	Automotive Worker	21.00	
05110	Mobile Equipment Servicer	18.37	
05130	Motor Equipment Metal Mechanic	23.38	
05160	Motor Equipment Metal Worker	21.00	
05190	Motor Vehicle Mechanic	23.38	
05220	Motor Vehicle Mechanic Helper	16.99	
05250	Motor Vehicle Upholstery Worker	19.58	
05280	Motor Vehicle Wrecker	21.00	
05310	Painter, Automotive	22.28	
05340	Radiator Repair Specialist	21.00	
05370	Tire Repairer	17.03	
05400	Transmission Repair Specialist	23.38	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.94	***
07041	Cook I	16.29	
07042	Cook II	18.62	
07070	Dishwasher	13.09	***
07130	Food Service Worker	12.75	***
07210	Meat Cutter	17.64	
07260	Waiter/Waitress	14.09	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.65	
09040	Furniture Handler	15.44	***
09080	Furniture Refinisher	24.65	

09090	Furniture Refinisher Helper	18.80	
09110	Furniture Repairer, Minor	21.66	
09130	Upholsterer	24.65	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.33	***
11060	Elevator Operator	13.99	***
11090	Gardener	21.16	
11122	Housekeeping Aide	14.12	***
11150	Janitor	14.12	***
11210	Laborer, Grounds Maintenance	16.15	***
11240	Maid or Houseman	13.72	***
11260	Pruner	14.32	***
11270	Tractor Operator	19.64	
11330	Trail Maintenance Worker	16.15	***
11360	Window Cleaner	15.93	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.85	
12011	Breath Alcohol Technician	23.61	
12012	Certified Occupational Therapist Assistant	32.40	
12015	Certified Physical Therapist Assistant	30.86	
12020	Dental Assistant	20.93	
12025	Dental Hygienist	42.12	
12030	EKG Technician	35.44	
12035	Electroneurodiagnostic Technologist	35.44	
12040	Emergency Medical Technician	21.85	
12071	Licensed Practical Nurse I	21.11	
12072	Licensed Practical Nurse II	23.61	
12073	Licensed Practical Nurse III	26.32	
12100	Medical Assistant	18.17	
12130	Medical Laboratory Technician	25.99	
12160	Medical Record Clerk	21.70	
12190	Medical Record Technician	24.27	
12195	Medical Transcriptionist	19.58	
12210	Nuclear Medicine Technologist	51.89	
12221	Nursing Assistant I	12.79	***
12222	Nursing Assistant II	14.38	***
12223	Nursing Assistant III	15.69	***
12224	Nursing Assistant IV	17.62	
12235	Optical Dispenser	24.53	
12236	Optical Technician	20.87	
12250	Pharmacy Technician	18.30	
12280	Phlebotomist	19.90	
12305	Radiologic Technologist	30.87	
12311	Registered Nurse I	26.00	
12312	Registered Nurse II	31.80	
12313	Registered Nurse II, Specialist	31.80	
12314	Registered Nurse III	38.47	
12315	Registered Nurse III, Anesthetist	38.47	
12316	Registered Nurse IV	46.12	
12317	Scheduler (Drug and Alcohol Testing)	29.26	
12320	Substance Abuse Treatment Counselor	23.62	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.88	

13012	Exhibits Specialist II	28.34	
13013	Exhibits Specialist III	34.67	
13041	Illustrator I	22.88	
13042	Illustrator II	28.34	
13043	Illustrator III	34.67	
13047	Librarian	31.39	
13050	Library Aide/Clerk	13.64	***
13054	Library Information Technology Systems	28.34	
13058	Library Technician	23.86	
13061	Media Specialist I	20.46	
13062	Media Specialist II	22.88	
13063	Media Specialist III	25.50	
13071	Photographer I	20.46	
13072	Photographer II	22.88	
13073	Photographer III	28.34	
13074	Photographer IV	34.67	
13075	Photographer V	41.96	
13090	Technical Order Library Clerk	17.14	
13110	Video Teleconference Technician	20.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.89	
14042	Computer Operator II	21.13	
14043	Computer Operator III	23.55	
14044	Computer Operator IV	26.17	
14045	Computer Operator V	28.99	
14071	Computer Programmer I (see 1)	nan	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.89	
14160	Personal Computer Support Technician	26.17	
14170	System Support Specialist	31.90	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.42	
15020	Aircrew Training Devices Instructor (Rated)	38.72	
15030	Air Crew Training Devices Instructor (Pilot)	46.41	
15050	Computer Based Training Specialist / Instructor	33.42	
15060	Educational Technologist	36.15	
15070	Flight Instructor (Pilot)	46.41	
15080	Graphic Artist	26.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.41	
15086	Maintenance Test Pilot, Rotary Wing	46.41	
15088	Non-Maintenance Test/Co-Pilot	46.41	
15090	Technical Instructor	27.67	
15095	Technical Instructor/Course Developer	33.85	
15110	Test Proctor	22.34	
15120	Tutor	22.34	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.86	***
16030	Counter Attendant	12.86	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.86	***
16090	Presser, Hand	12.86	***
16110	Presser, Machine, Drycleaning	12.86	***
16130	Presser, Machine, Shirts	12.86	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.86	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.92	
19040	Tool And Die Maker	32.30	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.91	
21030	Material Coordinator	27.28	
21040	Material Expediter	27.28	
21050	Material Handling Laborer	15.94	***
21071	Order Filler	14.82	***
21080	Production Line Worker (Food Processing)	18.91	
21110	Shipping Packer	17.21	
21130	Shipping/Receiving Clerk	17.21	
21140	Store Worker I	14.18	***
21150	Stock Clerk	20.08	
21210	Tools And Parts Attendant	18.91	
21410	Warehouse Specialist	18.91	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	29.72	
23019	Aircraft Logs and Records Technician	23.78	
23021	Aircraft Mechanic I	28.41	
23022	Aircraft Mechanic II	29.72	
23023	Aircraft Mechanic III	31.09	
23040	Aircraft Mechanic Helper	21.41	
23050	Aircraft, Painter	27.07	
23060	Aircraft Servicer	23.78	
23070	Aircraft Survival Flight Equipment Technician	27.07	
23080	Aircraft Worker	25.51	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	25.51	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	28.41	
23110	Appliance Mechanic	26.92	
23120	Bicycle Repairer	22.19	
23125	Cable Splicer	38.60	
23130	Carpenter, Maintenance	22.75	
23140	Carpet Layer	25.37	
23160	Electrician, Maintenance	24.81	
23181	Electronics Technician Maintenance I	25.37	
23182	Electronics Technician Maintenance II	26.92	
23183	Electronics Technician Maintenance III	28.25	
23260	Fabric Worker	23.65	
23290	Fire Alarm System Mechanic	26.63	
23310	Fire Extinguisher Repairer	22.19	
23311	Fuel Distribution System Mechanic	28.41	
23312	Fuel Distribution System Operator	22.32	
23370	General Maintenance Worker	19.22	

23380	Ground Support Equipment Mechanic	28.41	
23381	Ground Support Equipment Servicer	23.78	
23382	Ground Support Equipment Worker	25.51	
23391	Gunsmith I	22.19	
23392	Gunsmith II	25.37	
23393	Gunsmith III	28.25	
23410	Heating, Ventilation And Air-Conditioning	24.51	
23411	Heating, Ventilation And Air Contidioning	25.64	
23430	Heavy Equipment Mechanic	24.88	
23440	Heavy Equipment Operator	22.21	
23460	Instrument Mechanic	28.25	
23465	Laboratory/Shelter Mechanic	26.92	
23470	Laborer	15.63	***
23510	Locksmith	26.92	
23530	Machinery Maintenance Mechanic	28.36	
23550	Machinist, Maintenance	25.20	
23580	Maintenance Trades Helper	17.97	
23591	Metrology Technician I	28.25	
23592	Metrology Technician II	29.55	
23593	Metrology Technician III	30.91	
23640	Millwright	28.25	
23710	Office Appliance Repairer	24.61	
23760	Painter, Maintenance	21.07	
23790	Pipefitter, Maintenance	25.30	
23810	Plumber, Maintenance	24.11	
23820	Pneudraulic Systems Mechanic	28.25	
23850	Rigger	28.25	
23870	Scale Mechanic	25.37	
23890	Sheet-Metal Worker, Maintenance	24.72	
23910	Small Engine Mechanic	23.90	
23931	Telecommunications Mechanic I	31.49	
23932	Telecommunications Mechanic II	32.94	
23950	Telephone Lineman	31.90	
23960	Welder, Combination, Maintenance	25.62	
23965	Well Driller	28.25	
23970	Woodcraft Worker	28.25	
23980	Woodworker	22.19	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.15	
24570	Child Care Attendant	12.55	***
24580	Child Care Center Clerk	15.65	***
24610	Chore Aide	12.02	***
24620	Family Readiness And Support Services	18.15	
24630	Homemaker	18.15	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.83	
25040	Sewage Plant Operator	23.53	
25070	Stationary Engineer	25.83	
25190	Ventilation Equipment Tender	18.82	
25210	Water Treatment Plant Operator	23.53	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	19.06	
27007	Baggage Inspector	15.15	***

27008	Corrections Officer	18.72	
27010	Court Security Officer	21.30	
27030	Detection Dog Handler	16.94	
27040	Detention Officer	18.72	
27070	Firefighter	22.67	
27101	Guard I	15.15	***
27102	Guard II	16.94	
27131	Police Officer I	23.07	
27132	Police Officer II	25.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.08	***
28042	Carnival Equipment Repairer	17.38	
28043	Carnival Worker	11.77	***
28210	Gate Attendant/Gate Tender	18.21	
28310	Lifeguard	14.23	***
28350	Park Attendant (Aide)	20.37	
28510	Recreation Aide/Health Facility Attendant	14.86	***
28515	Recreation Specialist	25.24	
28630	Sports Official	16.21	
28690	Swimming Pool Operator	19.86	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.37	
29020	Hatch Tender	25.37	
29030	Line Handler	25.37	
29041	Stevedore I	23.65	
29042	Stevedore II	26.92	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	18.24	
30022	Archeological Technician II	20.40	
30023	Archeological Technician III	25.28	
30030	Cartographic Technician	25.28	
30040	Civil Engineering Technician	24.53	
30051	Cryogenic Technician I	27.99	
30052	Cryogenic Technician II	30.91	
30061	Drafter/CAD Operator I	18.24	
30062	Drafter/CAD Operator II	20.40	
30063	Drafter/CAD Operator III	22.74	
30064	Drafter/CAD Operator IV	27.99	
30081	Engineering Technician I	16.82	
30082	Engineering Technician II	18.88	
30083	Engineering Technician III	21.11	
30084	Engineering Technician IV	26.16	
30085	Engineering Technician V	32.00	
30086	Engineering Technician VI	38.72	
30090	Environmental Technician	26.84	
30095	Evidence Control Specialist	25.28	
30210	Laboratory Technician	23.16	
30221	Latent Fingerprint Technician I	27.99	
30222	Latent Fingerprint Technician II	30.91	
30240	Mathematical Technician	26.55	

30361	Paralegal/Legal Assistant I	19.39	
30362	Paralegal/Legal Assistant II	24.16	
30363	Paralegal/Legal Assistant III	29.54	
30364	Paralegal/Legal Assistant IV	35.74	
30375	Petroleum Supply Specialist	30.91	
30390	Photo-Optics Technician	25.28	
30395	Radiation Control Technician	30.91	
30461	Technical Writer I	28.95	
30462	Technical Writer II	35.41	
30463	Technical Writer III	42.85	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	27.99	
30502	Weather Forecaster II	34.04	
30620	Weather Observer, Combined Upper Air Or (see 2)	22.74	
30621	Weather Observer, Senior (see 2)	25.28	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	13.29	***
31030	Bus Driver	18.64	
31043	Driver Courier	16.65	
31260	Parking and Lot Attendant	13.27	***
31290	Shuttle Bus Driver	15.77	***
31310	Taxi Driver	15.77	***
31361	Truckdriver, Light	17.97	
31362	Truckdriver, Medium	19.18	
31363	Truckdriver, Heavy	22.48	
31364	Truckdriver, Tractor-Trailer	22.48	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	12.46	***
99050	Desk Clerk	12.84	***
99095	Embalmer	32.89	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	15.88	***
99252	Laboratory Animal Caretaker II	17.12	
99260	Marketing Analyst	30.28	
99310	Mortician	32.89	
99410	Pest Controller	19.70	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	19.71	
99711	Recycling Specialist	23.96	
99730	Refuse Collector	17.48	
99810	Sales Clerk	13.73	***
99820	School Crossing Guard	16.06	***
99830	Survey Party Chief	26.34	
99831	Surveying Aide	17.23	
99832	Surveying Technician	23.60	
99840	Vending Machine Attendant	22.03	
99841	Vending Machine Repairer	27.22	
99842	Vending Machine Repairer Helper	22.03	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4305

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 22

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4305/22>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of Nelson

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.70	
01012	Accounting Clerk II	18.76	
01013	Accounting Clerk III	20.98	
01020	Administrative Assistant	31.70	
01035	Court Reporter	20.68	
01041	Customer Service Representative I	14.60	***
01042	Customer Service Representative II	15.93	***
01043	Customer Service Representative III	17.88	
01051	Data Entry Operator I	16.65	
01052	Data Entry Operator II	18.17	
01060	Dispatcher, Motor Vehicle	21.84	
01070	Document Preparation Clerk	18.60	
01090	Duplicating Machine Operator	18.60	
01111	General Clerk I	15.33	***

01112	General Clerk II	16.73	
01113	General Clerk III	18.79	
01120	Housing Referral Assistant	23.06	
01141	Messenger Courier	13.71	***
01191	Order Clerk I	17.34	
01192	Order Clerk II	18.92	
01261	Personnel Assistant (Employment) I	18.60	
01262	Personnel Assistant (Employment) II	20.79	
01263	Personnel Assistant (Employment) III	23.18	
01270	Production Control Clerk	27.28	
01290	Rental Clerk	17.79	
01300	Scheduler, Maintenance	18.49	
01311	Secretary I	18.49	
01312	Secretary II	20.68	
01313	Secretary III	23.06	
01320	Service Order Dispatcher	19.51	
01410	Supply Technician	31.70	
01420	Survey Worker	17.65	
01460	Switchboard Operator/Receptionist	16.28	
01531	Travel Clerk I	17.45	
01532	Travel Clerk II	18.61	
01533	Travel Clerk III	19.72	
01611	Word Processor I	16.47	
01612	Word Processor II	18.49	
01613	Word Processor III	20.68	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.69	
05010	Automotive Electrician	22.28	
05040	Automotive Glass Installer	21.00	
05070	Automotive Worker	21.00	
05110	Mobile Equipment Servicer	18.37	
05130	Motor Equipment Metal Mechanic	23.38	
05160	Motor Equipment Metal Worker	21.00	
05190	Motor Vehicle Mechanic	23.38	
05220	Motor Vehicle Mechanic Helper	16.99	
05250	Motor Vehicle Upholstery Worker	19.58	
05280	Motor Vehicle Wrecker	21.00	
05310	Painter, Automotive	22.28	
05340	Radiator Repair Specialist	21.00	
05370	Tire Repairer	17.03	
05400	Transmission Repair Specialist	23.38	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.94	***
07041	Cook I	16.29	
07042	Cook II	18.62	
07070	Dishwasher	13.09	***
07130	Food Service Worker	12.75	***
07210	Meat Cutter	17.64	
07260	Waiter/Waitress	14.09	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.65	
09040	Furniture Handler	15.44	***
09080	Furniture Refinisher	24.65	

09090	Furniture Refinisher Helper	18.80	
09110	Furniture Repairer, Minor	21.66	
09130	Upholsterer	24.65	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.33	***
11060	Elevator Operator	13.99	***
11090	Gardener	21.16	
11122	Housekeeping Aide	14.12	***
11150	Janitor	14.12	***
11210	Laborer, Grounds Maintenance	16.15	***
11240	Maid or Houseman	13.72	***
11260	Pruner	14.32	***
11270	Tractor Operator	19.64	
11330	Trail Maintenance Worker	16.15	***
11360	Window Cleaner	15.93	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.85	
12011	Breath Alcohol Technician	23.61	
12012	Certified Occupational Therapist Assistant	32.40	
12015	Certified Physical Therapist Assistant	33.97	
12020	Dental Assistant	20.78	
12025	Dental Hygienist	42.12	
12030	EKG Technician	35.78	
12035	Electroneurodiagnostic Technologist	35.78	
12040	Emergency Medical Technician	21.85	
12071	Licensed Practical Nurse I	21.11	
12072	Licensed Practical Nurse II	23.61	
12073	Licensed Practical Nurse III	26.32	
12100	Medical Assistant	18.17	
12130	Medical Laboratory Technician	25.99	
12160	Medical Record Clerk	21.70	
12190	Medical Record Technician	24.27	
12195	Medical Transcriptionist	19.58	
12210	Nuclear Medicine Technologist	51.89	
12221	Nursing Assistant I	12.79	***
12222	Nursing Assistant II	14.38	***
12223	Nursing Assistant III	15.69	***
12224	Nursing Assistant IV	17.62	
12235	Optical Dispenser	24.53	
12236	Optical Technician	20.87	
12250	Pharmacy Technician	18.30	
12280	Phlebotomist	19.90	
12305	Radiologic Technologist	30.87	
12311	Registered Nurse I	26.00	
12312	Registered Nurse II	31.80	
12313	Registered Nurse II, Specialist	31.80	
12314	Registered Nurse III	38.47	
12315	Registered Nurse III, Anesthetist	38.47	
12316	Registered Nurse IV	46.12	
12317	Scheduler (Drug and Alcohol Testing)	29.26	
12320	Substance Abuse Treatment Counselor	23.62	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.88	

13012	Exhibits Specialist II	28.34	
13013	Exhibits Specialist III	34.67	
13041	Illustrator I	22.88	
13042	Illustrator II	28.34	
13043	Illustrator III	34.67	
13047	Librarian	31.39	
13050	Library Aide/Clerk	13.64	***
13054	Library Information Technology Systems	28.34	
13058	Library Technician	23.86	
13061	Media Specialist I	20.46	
13062	Media Specialist II	22.88	
13063	Media Specialist III	25.50	
13071	Photographer I	20.46	
13072	Photographer II	22.88	
13073	Photographer III	28.34	
13074	Photographer IV	34.67	
13075	Photographer V	41.96	
13090	Technical Order Library Clerk	17.14	
13110	Video Teleconference Technician	20.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.44	
14042	Computer Operator II	20.62	
14043	Computer Operator III	22.99	
14044	Computer Operator IV	25.55	
14045	Computer Operator V	28.29	
14071	Computer Programmer I (see 1)	24.71	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.44	
14160	Personal Computer Support Technician	25.55	
14170	System Support Specialist	31.90	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	32.01	
15020	Aircrew Training Devices Instructor (Rated)	38.72	
15030	Air Crew Training Devices Instructor (Pilot)	46.41	
15050	Computer Based Training Specialist / Instructor	32.01	
15060	Educational Technologist	36.15	
15070	Flight Instructor (Pilot)	46.41	
15080	Graphic Artist	24.03	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.41	
15086	Maintenance Test Pilot, Rotary Wing	46.41	
15088	Non-Maintenance Test/Co-Pilot	46.41	
15090	Technical Instructor	27.67	
15095	Technical Instructor/Course Developer	33.85	
15110	Test Proctor	22.34	
15120	Tutor	22.34	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.86	***
16030	Counter Attendant	12.86	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.86	***
16090	Presser, Hand	12.86	***
16110	Presser, Machine, Drycleaning	12.86	***
16130	Presser, Machine, Shirts	12.86	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.86	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.92	
19040	Tool And Die Maker	32.30	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.91	
21030	Material Coordinator	27.28	
21040	Material Expediter	27.28	
21050	Material Handling Laborer	15.63	***
21071	Order Filler	14.82	***
21080	Production Line Worker (Food Processing)	18.91	
21110	Shipping Packer	17.21	
21130	Shipping/Receiving Clerk	17.21	
21140	Store Worker I	14.18	***
21150	Stock Clerk	20.08	
21210	Tools And Parts Attendant	18.91	
21410	Warehouse Specialist	18.91	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	29.72	
23019	Aircraft Logs and Records Technician	23.78	
23021	Aircraft Mechanic I	28.41	
23022	Aircraft Mechanic II	29.72	
23023	Aircraft Mechanic III	31.09	
23040	Aircraft Mechanic Helper	20.70	
23050	Aircraft, Painter	27.07	
23060	Aircraft Servicer	23.78	
23070	Aircraft Survival Flight Equipment Technician	27.07	
23080	Aircraft Worker	25.51	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	25.51	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	28.41	
23110	Appliance Mechanic	26.92	
23120	Bicycle Repairer	22.19	
23125	Cable Splicer	38.60	
23130	Carpenter, Maintenance	22.75	
23140	Carpet Layer	25.37	
23160	Electrician, Maintenance	24.81	
23181	Electronics Technician Maintenance I	25.37	
23182	Electronics Technician Maintenance II	26.92	
23183	Electronics Technician Maintenance III	28.25	
23260	Fabric Worker	23.65	
23290	Fire Alarm System Mechanic	26.63	
23310	Fire Extinguisher Repairer	22.19	
23311	Fuel Distribution System Mechanic	28.41	
23312	Fuel Distribution System Operator	22.32	
23370	General Maintenance Worker	19.22	

23380	Ground Support Equipment Mechanic	28.41	
23381	Ground Support Equipment Servicer	23.78	
23382	Ground Support Equipment Worker	25.51	
23391	Gunsmith I	22.19	
23392	Gunsmith II	25.37	
23393	Gunsmith III	28.25	
23410	Heating, Ventilation And Air-Conditioning	24.51	
23411	Heating, Ventilation And Air Contidioning	25.64	
23430	Heavy Equipment Mechanic	24.88	
23440	Heavy Equipment Operator	22.16	
23460	Instrument Mechanic	28.25	
23465	Laboratory/Shelter Mechanic	26.92	
23470	Laborer	15.63	***
23510	Locksmith	26.92	
23530	Machinery Maintenance Mechanic	28.36	
23550	Machinist, Maintenance	25.20	
23580	Maintenance Trades Helper	17.47	
23591	Metrology Technician I	28.25	
23592	Metrology Technician II	29.55	
23593	Metrology Technician III	30.91	
23640	Millwright	28.25	
23710	Office Appliance Repairer	22.04	
23760	Painter, Maintenance	20.16	
23790	Pipefitter, Maintenance	25.30	
23810	Plumber, Maintenance	24.11	
23820	Pneudraulic Systems Mechanic	28.25	
23850	Rigger	28.25	
23870	Scale Mechanic	25.37	
23890	Sheet-Metal Worker, Maintenance	24.72	
23910	Small Engine Mechanic	23.90	
23931	Telecommunications Mechanic I	31.49	
23932	Telecommunications Mechanic II	32.94	
23950	Telephone Lineman	31.90	
23960	Welder, Combination, Maintenance	25.62	
23965	Well Driller	28.25	
23970	Woodcraft Worker	28.25	
23980	Woodworker	22.19	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.15	
24570	Child Care Attendant	12.55	***
24580	Child Care Center Clerk	15.65	***
24610	Chore Aide	12.02	***
24620	Family Readiness And Support Services	18.15	
24630	Homemaker	18.15	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.83	
25040	Sewage Plant Operator	23.53	
25070	Stationary Engineer	25.83	
25190	Ventilation Equipment Tender	18.82	
25210	Water Treatment Plant Operator	23.53	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	19.06	
27007	Baggage Inspector	15.15	***

27008	Corrections Officer	18.72	
27010	Court Security Officer	18.10	
27030	Detection Dog Handler	16.94	
27040	Detention Officer	18.72	
27070	Firefighter	17.88	
27101	Guard I	15.15	***
27102	Guard II	16.94	
27131	Police Officer I	21.97	
27132	Police Officer II	24.42	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.08	***
28042	Carnival Equipment Repairer	17.38	
28043	Carnival Worker	11.72	***
28210	Gate Attendant/Gate Tender	18.21	
28310	Lifeguard	14.23	***
28350	Park Attendant (Aide)	20.37	
28510	Recreation Aide/Health Facility Attendant	14.86	***
28515	Recreation Specialist	25.24	
28630	Sports Official	16.21	
28690	Swimming Pool Operator	19.86	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.37	
29020	Hatch Tender	25.37	
29030	Line Handler	25.37	
29041	Stevedore I	23.65	
29042	Stevedore II	26.92	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	18.24	
30022	Archeological Technician II	20.40	
30023	Archeological Technician III	25.28	
30030	Cartographic Technician	25.28	
30040	Civil Engineering Technician	22.07	
30051	Cryogenic Technician I	27.99	
30052	Cryogenic Technician II	30.91	
30061	Drafter/CAD Operator I	18.24	
30062	Drafter/CAD Operator II	20.40	
30063	Drafter/CAD Operator III	22.74	
30064	Drafter/CAD Operator IV	27.99	
30081	Engineering Technician I	15.64	***
30082	Engineering Technician II	17.55	
30083	Engineering Technician III	19.63	
30084	Engineering Technician IV	24.33	
30085	Engineering Technician V	29.76	
30086	Engineering Technician VI	36.00	
30090	Environmental Technician	26.75	
30095	Evidence Control Specialist	25.28	
30210	Laboratory Technician	22.74	
30221	Latent Fingerprint Technician I	27.99	
30222	Latent Fingerprint Technician II	30.91	
30240	Mathematical Technician	26.42	

30361	Paralegal/Legal Assistant I	19.39	
30362	Paralegal/Legal Assistant II	24.03	
30363	Paralegal/Legal Assistant III	29.39	
30364	Paralegal/Legal Assistant IV	35.56	
30375	Petroleum Supply Specialist	30.91	
30390	Photo-Optics Technician	25.28	
30395	Radiation Control Technician	30.91	
30461	Technical Writer I	28.95	
30462	Technical Writer II	35.41	
30463	Technical Writer III	42.85	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	27.99	
30502	Weather Forecaster II	34.04	
30620	Weather Observer, Combined Upper Air Or (see 2)	22.74	
30621	Weather Observer, Senior (see 2)	25.28	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	13.29	***
31030	Bus Driver	18.64	
31043	Driver Courier	16.65	
31260	Parking and Lot Attendant	13.27	***
31290	Shuttle Bus Driver	15.77	***
31310	Taxi Driver	15.77	***
31361	Truckdriver, Light	17.97	
31362	Truckdriver, Medium	19.15	
31363	Truckdriver, Heavy	22.48	
31364	Truckdriver, Tractor-Trailer	22.48	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	12.46	***
99050	Desk Clerk	12.84	***
99095	Embalmer	27.37	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	15.88	***
99252	Laboratory Animal Caretaker II	17.12	
99260	Marketing Analyst	30.28	
99310	Mortician	27.37	
99410	Pest Controller	18.27	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	19.71	
99711	Recycling Specialist	23.96	
99730	Refuse Collector	17.48	
99810	Sales Clerk	13.73	***
99820	School Crossing Guard	16.06	***
99830	Survey Party Chief	28.46	
99831	Surveying Aide	17.22	
99832	Surveying Technician	23.60	
99840	Vending Machine Attendant	22.03	
99841	Vending Machine Repairer	27.22	
99842	Vending Machine Repairer Helper	22.03	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4307

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 21

Date Of Last Revision : 06/12/2023

Source : <https://sam.gov/wage-determination/2015-4307/21>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Augusta, Staunton, Waynesboro

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.43	***
01012	Accounting Clerk II	17.33	
01013	Accounting Clerk III	19.38	
01020	Administrative Assistant	28.94	
01035	Court Reporter	20.14	
01041	Customer Service Representative I	14.45	***
01042	Customer Service Representative II	16.10	***
01043	Customer Service Representative III	17.70	
01051	Data Entry Operator I	14.30	***
01052	Data Entry Operator II	15.61	***
01060	Dispatcher, Motor Vehicle	22.35	
01070	Document Preparation Clerk	16.03	***
01090	Duplicating Machine Operator	16.03	***
01111	General Clerk I	13.99	***

01112	General Clerk II	15.26	***
01113	General Clerk III	17.14	
01120	Housing Referral Assistant	22.45	
01141	Messenger Courier	13.07	***
01191	Order Clerk I	15.14	***
01192	Order Clerk II	16.52	
01261	Personnel Assistant (Employment) I	18.01	
01262	Personnel Assistant (Employment) II	20.14	
01263	Personnel Assistant (Employment) III	22.45	
01270	Production Control Clerk	26.33	
01290	Rental Clerk	16.75	
01300	Scheduler, Maintenance	18.01	
01311	Secretary I	18.01	
01312	Secretary II	20.14	
01313	Secretary III	22.45	
01320	Service Order Dispatcher	19.99	
01410	Supply Technician	28.94	
01420	Survey Worker	17.74	
01460	Switchboard Operator/Receptionist	14.56	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	16.03	***
01612	Word Processor II	18.01	
01613	Word Processor III	20.14	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.47	
05010	Automotive Electrician	20.03	
05040	Automotive Glass Installer	18.93	
05070	Automotive Worker	18.93	
05110	Mobile Equipment Servicer	16.65	
05130	Motor Equipment Metal Mechanic	21.03	
05160	Motor Equipment Metal Worker	18.93	
05190	Motor Vehicle Mechanic	21.03	
05220	Motor Vehicle Mechanic Helper	15.50	***
05250	Motor Vehicle Upholstery Worker	17.81	
05280	Motor Vehicle Wrecker	18.93	
05310	Painter, Automotive	20.03	
05340	Radiator Repair Specialist	18.93	
05370	Tire Repairer	16.54	
05400	Transmission Repair Specialist	21.03	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.38	
07041	Cook I	14.75	***
07042	Cook II	16.76	
07070	Dishwasher	11.51	***
07130	Food Service Worker	12.15	***
07210	Meat Cutter	19.10	
07260	Waiter/Waitress	11.79	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.34	
09040	Furniture Handler	16.32	
09080	Furniture Refinisher	24.34	

09090	Furniture Refinisher Helper	19.13	
09110	Furniture Repairer, Minor	21.97	
09130	Upholsterer	24.34	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.26	***
11060	Elevator Operator	13.68	***
11090	Gardener	19.33	
11122	Housekeeping Aide	13.68	***
11150	Janitor	13.68	***
11210	Laborer, Grounds Maintenance	15.36	***
11240	Maid or Houseman	12.42	***
11260	Pruner	13.98	***
11270	Tractor Operator	18.00	
11330	Trail Maintenance Worker	15.36	***
11360	Window Cleaner	15.03	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.90	
12011	Breath Alcohol Technician	21.16	
12012	Certified Occupational Therapist Assistant	32.26	
12015	Certified Physical Therapist Assistant	30.88	
12020	Dental Assistant	20.09	
12025	Dental Hygienist	48.41	
12030	EKG Technician	32.07	
12035	Electroneurodiagnostic Technologist	32.07	
12040	Emergency Medical Technician	18.90	
12071	Licensed Practical Nurse I	18.92	
12072	Licensed Practical Nurse II	21.16	
12073	Licensed Practical Nurse III	23.59	
12100	Medical Assistant	17.94	
12130	Medical Laboratory Technician	19.93	
12160	Medical Record Clerk	19.52	
12190	Medical Record Technician	22.45	
12195	Medical Transcriptionist	18.92	
12210	Nuclear Medicine Technologist	46.51	
12221	Nursing Assistant I	12.54	***
12222	Nursing Assistant II	14.10	***
12223	Nursing Assistant III	15.38	***
12224	Nursing Assistant IV	17.27	
12235	Optical Dispenser	24.05	
12236	Optical Technician	18.92	
12250	Pharmacy Technician	18.31	
12280	Phlebotomist	18.92	
12305	Radiologic Technologist	31.01	
12311	Registered Nurse I	24.58	
12312	Registered Nurse II	30.05	
12313	Registered Nurse II, Specialist	30.05	
12314	Registered Nurse III	36.36	
12315	Registered Nurse III, Anesthetist	36.36	
12316	Registered Nurse IV	43.59	
12317	Scheduler (Drug and Alcohol Testing)	26.22	
12320	Substance Abuse Treatment Counselor	24.44	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.45	

13012	Exhibits Specialist II	26.58	
13013	Exhibits Specialist III	32.51	
13041	Illustrator I	21.45	
13042	Illustrator II	26.58	
13043	Illustrator III	32.51	
13047	Librarian	29.43	
13050	Library Aide/Clerk	17.08	
13054	Library Information Technology Systems	26.58	
13058	Library Technician	21.45	
13061	Media Specialist I	19.17	
13062	Media Specialist II	21.45	
13063	Media Specialist III	23.91	
13071	Photographer I	19.17	
13072	Photographer II	21.45	
13073	Photographer III	26.58	
13074	Photographer IV	32.51	
13075	Photographer V	39.33	
13090	Technical Order Library Clerk	21.45	
13110	Video Teleconference Technician	19.17	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.19	***
14042	Computer Operator II	18.10	
14043	Computer Operator III	20.46	
14044	Computer Operator IV	22.76	
14045	Computer Operator V	25.18	
14071	Computer Programmer I (see 1)	21.41	
14072	Computer Programmer II (see 1)	25.69	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	16.19	***
14160	Personal Computer Support Technician	22.76	
14170	System Support Specialist	27.66	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.22	
15020	Aircrew Training Devices Instructor (Rated)	36.56	
15030	Air Crew Training Devices Instructor (Pilot)	43.81	
15050	Computer Based Training Specialist / Instructor	30.22	
15060	Educational Technologist	27.37	
15070	Flight Instructor (Pilot)	43.81	
15080	Graphic Artist	28.77	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.81	
15086	Maintenance Test Pilot, Rotary Wing	43.81	
15088	Non-Maintenance Test/Co-Pilot	43.81	
15090	Technical Instructor	23.52	
15095	Technical Instructor/Course Developer	28.77	
15110	Test Proctor	18.98	
15120	Tutor	18.98	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.86	***
16030	Counter Attendant	12.86	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.86	***
16090	Presser, Hand	12.86	***
16110	Presser, Machine, Drycleaning	12.86	***
16130	Presser, Machine, Shirts	12.86	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.86	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.01	
19040	Tool And Die Maker	29.91	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.83	
21030	Material Coordinator	26.33	
21040	Material Expediter	26.33	
21050	Material Handling Laborer	23.60	
21071	Order Filler	15.28	***
21080	Production Line Worker (Food Processing)	17.83	
21110	Shipping Packer	18.08	
21130	Shipping/Receiving Clerk	18.08	
21140	Store Worker I	13.64	***
21150	Stock Clerk	17.90	
21210	Tools And Parts Attendant	17.83	
21410	Warehouse Specialist	17.83	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.41	
23019	Aircraft Logs and Records Technician	22.15	
23021	Aircraft Mechanic I	26.15	
23022	Aircraft Mechanic II	27.41	
23023	Aircraft Mechanic III	28.74	
23040	Aircraft Mechanic Helper	19.28	
23050	Aircraft, Painter	24.91	
23060	Aircraft Servicer	22.15	
23070	Aircraft Survival Flight Equipment Technician	24.91	
23080	Aircraft Worker	23.54	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	23.54	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	26.15	
23110	Appliance Mechanic	24.91	
23120	Bicycle Repairer	20.71	
23125	Cable Splicer	34.36	
23130	Carpenter, Maintenance	20.11	
23140	Carpet Layer	23.54	
23160	Electrician, Maintenance	25.72	
23181	Electronics Technician Maintenance I	23.54	
23182	Electronics Technician Maintenance II	24.91	
23183	Electronics Technician Maintenance III	26.15	
23260	Fabric Worker	22.15	
23290	Fire Alarm System Mechanic	26.15	
23310	Fire Extinguisher Repairer	20.71	
23311	Fuel Distribution System Mechanic	26.15	
23312	Fuel Distribution System Operator	20.71	
23370	General Maintenance Worker	23.72	

23380	Ground Support Equipment Mechanic	26.15	
23381	Ground Support Equipment Servicer	22.15	
23382	Ground Support Equipment Worker	23.54	
23391	Gunsmith I	20.71	
23392	Gunsmith II	23.54	
23393	Gunsmith III	26.15	
23410	Heating, Ventilation And Air-Conditioning	22.88	
23411	Heating, Ventilation And Air Contidioning	23.98	
23430	Heavy Equipment Mechanic	24.51	
23440	Heavy Equipment Operator	21.25	
23460	Instrument Mechanic	26.15	
23465	Laboratory/Shelter Mechanic	24.91	
23470	Laborer	23.60	
23510	Locksmith	24.91	
23530	Machinery Maintenance Mechanic	31.92	
23550	Machinist, Maintenance	26.15	
23580	Maintenance Trades Helper	17.38	
23591	Metrology Technician I	26.15	
23592	Metrology Technician II	27.41	
23593	Metrology Technician III	28.74	
23640	Millwright	26.15	
23710	Office Appliance Repairer	24.91	
23760	Painter, Maintenance	24.34	
23790	Pipefitter, Maintenance	23.28	
23810	Plumber, Maintenance	22.18	
23820	Pneudraulic Systems Mechanic	26.15	
23850	Rigger	26.15	
23870	Scale Mechanic	23.54	
23890	Sheet-Metal Worker, Maintenance	26.15	
23910	Small Engine Mechanic	23.54	
23931	Telecommunications Mechanic I	28.60	
23932	Telecommunications Mechanic II	29.98	
23950	Telephone Lineman	34.60	
23960	Welder, Combination, Maintenance	26.50	
23965	Well Driller	26.15	
23970	Woodcraft Worker	26.15	
23980	Woodworker	20.71	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.18	
24570	Child Care Attendant	12.00	***
24580	Child Care Center Clerk	14.57	***
24610	Chore Aide	11.81	***
24620	Family Readiness And Support Services	18.18	
24630	Homemaker	18.18	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.94	
25040	Sewage Plant Operator	20.44	
25070	Stationary Engineer	25.94	
25190	Ventilation Equipment Tender	19.13	
25210	Water Treatment Plant Operator	20.44	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.72	
27007	Baggage Inspector	16.74	

27008	Corrections Officer	20.01	
27010	Court Security Officer	19.04	
27030	Detection Dog Handler	18.72	
27040	Detention Officer	20.01	
27070	Firefighter	18.07	
27101	Guard I	16.74	
27102	Guard II	18.72	
27131	Police Officer I	20.89	
27132	Police Officer II	23.22	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	10.90	***
28042	Carnival Equipment Repairer	11.63	***
28043	Carnival Worker	8.67	***
28210	Gate Attendant/Gate Tender	18.71	
28310	Lifeguard	13.83	***
28350	Park Attendant (Aide)	20.93	
28510	Recreation Aide/Health Facility Attendant	15.28	***
28515	Recreation Specialist	25.94	
28630	Sports Official	16.68	
28690	Swimming Pool Operator	21.72	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.54	
29020	Hatch Tender	23.54	
29030	Line Handler	23.54	
29041	Stevedore I	22.15	
29042	Stevedore II	24.91	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	16.12	***
30022	Archeological Technician II	18.03	
30023	Archeological Technician III	22.51	
30030	Cartographic Technician	21.73	
30040	Civil Engineering Technician	26.60	
30051	Cryogenic Technician I	24.93	
30052	Cryogenic Technician II	27.53	
30061	Drafter/CAD Operator I	16.12	***
30062	Drafter/CAD Operator II	18.03	
30063	Drafter/CAD Operator III	19.97	
30064	Drafter/CAD Operator IV	24.93	
30081	Engineering Technician I	14.15	***
30082	Engineering Technician II	15.88	***
30083	Engineering Technician III	18.17	
30084	Engineering Technician IV	22.00	
30085	Engineering Technician V	26.93	
30086	Engineering Technician VI	32.57	
30090	Environmental Technician	22.11	
30095	Evidence Control Specialist	22.00	
30210	Laboratory Technician	21.13	
30221	Latent Fingerprint Technician I	24.93	
30222	Latent Fingerprint Technician II	27.53	
30240	Mathematical Technician	22.51	

30361	Paralegal/Legal Assistant I	20.46	
30362	Paralegal/Legal Assistant II	25.36	
30363	Paralegal/Legal Assistant III	31.01	
30364	Paralegal/Legal Assistant IV	37.52	
30375	Petroleum Supply Specialist	26.93	
30390	Photo-Optics Technician	22.51	
30395	Radiation Control Technician	26.93	
30461	Technical Writer I	22.00	
30462	Technical Writer II	26.93	
30463	Technical Writer III	32.57	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	24.93	
30502	Weather Forecaster II	30.32	
30620	Weather Observer, Combined Upper Air Or (see 2)	19.97	
30621	Weather Observer, Senior (see 2)	22.09	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	14.90	***
31030	Bus Driver	20.05	
31043	Driver Courier	17.46	
31260	Parking and Lot Attendant	13.56	***
31290	Shuttle Bus Driver	17.26	
31310	Taxi Driver	15.64	***
31361	Truckdriver, Light	18.75	
31362	Truckdriver, Medium	20.05	
31363	Truckdriver, Heavy	23.15	
31364	Truckdriver, Tractor-Trailer	23.15	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	11.49	***
99050	Desk Clerk	12.11	***
99095	Embalmer	27.37	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	14.18	***
99252	Laboratory Animal Caretaker II	15.23	***
99260	Marketing Analyst	28.50	
99310	Mortician	27.37	
99410	Pest Controller	18.72	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	17.41	
99711	Recycling Specialist	20.37	
99730	Refuse Collector	15.85	***
99810	Sales Clerk	14.06	***
99820	School Crossing Guard	14.99	***
99830	Survey Party Chief	24.41	
99831	Surveying Aide	14.77	***
99832	Surveying Technician	20.24	
99840	Vending Machine Attendant	19.30	
99841	Vending Machine Repairer	23.56	
99842	Vending Machine Repairer Helper	19.30	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4309

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 21

Date Of Last Revision : 06/12/2023

Source : <https://sam.gov/wage-determination/2015-4309/21>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Harrisonburg, Rockingham

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.52	***
01012	Accounting Clerk II	17.43	
01013	Accounting Clerk III	22.30	
01020	Administrative Assistant	31.41	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	14.20	***
01042	Customer Service Representative II	15.50	***
01043	Customer Service Representative III	17.39	
01051	Data Entry Operator I	15.82	***
01052	Data Entry Operator II	17.26	
01060	Dispatcher, Motor Vehicle	22.35	
01070	Document Preparation Clerk	15.95	***
01090	Duplicating Machine Operator	15.95	***
01111	General Clerk I	14.88	***

01112	General Clerk II	16.24	
01113	General Clerk III	18.23	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	13.01	***
01191	Order Clerk I	15.12	***
01192	Order Clerk II	16.50	
01261	Personnel Assistant (Employment) I	18.15	
01262	Personnel Assistant (Employment) II	20.32	
01263	Personnel Assistant (Employment) III	22.65	
01270	Production Control Clerk	22.71	
01290	Rental Clerk	17.10	
01300	Scheduler, Maintenance	18.07	
01311	Secretary I	18.07	
01312	Secretary II	20.18	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	19.98	
01410	Supply Technician	31.41	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	15.86	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	14.46	***
01533	Travel Clerk III	17.15	
01611	Word Processor I	15.95	***
01612	Word Processor II	18.07	
01613	Word Processor III	20.18	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.91	
05010	Automotive Electrician	20.32	
05040	Automotive Glass Installer	19.34	
05070	Automotive Worker	19.34	
05110	Mobile Equipment Servicer	18.88	
05130	Motor Equipment Metal Mechanic	21.01	
05160	Motor Equipment Metal Worker	19.34	
05190	Motor Vehicle Mechanic	21.01	
05220	Motor Vehicle Mechanic Helper	18.12	
05250	Motor Vehicle Upholstery Worker	19.61	
05280	Motor Vehicle Wrecker	19.31	
05310	Painter, Automotive	20.32	
05340	Radiator Repair Specialist	19.31	
05370	Tire Repairer	17.37	
05400	Transmission Repair Specialist	21.01	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.16	***
07041	Cook I	14.12	***
07042	Cook II	15.22	***
07070	Dishwasher	12.23	***
07130	Food Service Worker	13.53	***
07210	Meat Cutter	15.60	***
07260	Waiter/Waitress	11.95	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.98	
09040	Furniture Handler	18.18	
09080	Furniture Refinisher	22.98	

09090	Furniture Refinisher Helper	19.70	
09110	Furniture Repairer, Minor	21.24	
09130	Upholsterer	22.98	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.05	***
11060	Elevator Operator	14.05	***
11090	Gardener	17.52	
11122	Housekeeping Aide	14.41	***
11150	Janitor	14.41	***
11210	Laborer, Grounds Maintenance	14.29	***
11240	Maid or Houseman	12.73	***
11260	Pruner	13.71	***
11270	Tractor Operator	15.51	***
11330	Trail Maintenance Worker	14.29	***
11360	Window Cleaner	15.02	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.96	
12011	Breath Alcohol Technician	21.51	
12012	Certified Occupational Therapist Assistant	29.52	
12015	Certified Physical Therapist Assistant	29.59	
12020	Dental Assistant	20.35	
12025	Dental Hygienist	43.16	
12030	EKG Technician	32.60	
12035	Electroneurodiagnostic Technologist	32.60	
12040	Emergency Medical Technician	18.96	
12071	Licensed Practical Nurse I	19.23	
12072	Licensed Practical Nurse II	21.51	
12073	Licensed Practical Nurse III	24.13	
12100	Medical Assistant	17.29	
12130	Medical Laboratory Technician	22.41	
12160	Medical Record Clerk	19.71	
12190	Medical Record Technician	22.26	
12195	Medical Transcriptionist	19.23	
12210	Nuclear Medicine Technologist	47.28	
12221	Nursing Assistant I	12.54	***
12222	Nursing Assistant II	14.10	***
12223	Nursing Assistant III	15.38	***
12224	Nursing Assistant IV	17.27	
12235	Optical Dispenser	24.75	
12236	Optical Technician	19.23	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	19.23	
12305	Radiologic Technologist	32.60	
12311	Registered Nurse I	27.64	
12312	Registered Nurse II	33.44	
12313	Registered Nurse II, Specialist	33.44	
12314	Registered Nurse III	40.13	
12315	Registered Nurse III, Anesthetist	40.13	
12316	Registered Nurse IV	48.10	
12317	Scheduler (Drug and Alcohol Testing)	26.66	
12320	Substance Abuse Treatment Counselor	28.64	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.04	

13012	Exhibits Specialist II	26.07	
13013	Exhibits Specialist III	31.89	
13041	Illustrator I	21.04	
13042	Illustrator II	26.07	
13043	Illustrator III	31.89	
13047	Librarian	33.88	
13050	Library Aide/Clerk	16.55	
13054	Library Information Technology Systems	30.60	
13058	Library Technician	21.04	
13061	Media Specialist I	18.81	
13062	Media Specialist II	21.04	
13063	Media Specialist III	23.46	
13071	Photographer I	18.81	
13072	Photographer II	21.04	
13073	Photographer III	26.07	
13074	Photographer IV	31.89	
13075	Photographer V	38.58	
13090	Technical Order Library Clerk	20.78	
13110	Video Teleconference Technician	20.39	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.92	
14042	Computer Operator II	21.18	
14043	Computer Operator III	23.60	
14044	Computer Operator IV	26.22	
14045	Computer Operator V	29.05	
14071	Computer Programmer I (see 1)	26.36	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.92	
14160	Personal Computer Support Technician	26.22	
14170	System Support Specialist	28.58	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	36.47	
15020	Aircrew Training Devices Instructor (Rated)	44.06	
15030	Air Crew Training Devices Instructor (Pilot)	52.81	
15050	Computer Based Training Specialist / Instructor	36.47	
15060	Educational Technologist	37.37	
15070	Flight Instructor (Pilot)	52.81	
15080	Graphic Artist	27.40	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.98	
15086	Maintenance Test Pilot, Rotary Wing	44.98	
15088	Non-Maintenance Test/Co-Pilot	44.98	
15090	Technical Instructor	22.18	
15095	Technical Instructor/Course Developer	27.14	
15110	Test Proctor	19.04	
15120	Tutor	19.04	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	13.13	***
16030	Counter Attendant	13.13	***

16040	Dry Cleaner	15.19	***
16070	Finisher, Flatwork, Machine	13.13	***
16090	Presser, Hand	13.13	***
16110	Presser, Machine, Drycleaning	13.13	***
16130	Presser, Machine, Shirts	13.13	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.13	***
16190	Sewing Machine Operator	16.28	
16220	Tailor	17.33	
16250	Washer, Machine	13.76	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.84	
19040	Tool And Die Maker	28.58	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	24.23	
21030	Material Coordinator	22.71	
21040	Material Expediter	22.71	
21050	Material Handling Laborer	15.93	***
21071	Order Filler	16.46	
21080	Production Line Worker (Food Processing)	24.23	
21110	Shipping Packer	17.77	
21130	Shipping/Receiving Clerk	17.77	
21140	Store Worker I	18.51	
21150	Stock Clerk	21.03	
21210	Tools And Parts Attendant	24.23	
21410	Warehouse Specialist	24.23	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	26.70	
23019	Aircraft Logs and Records Technician	22.96	
23021	Aircraft Mechanic I	25.81	
23022	Aircraft Mechanic II	26.70	
23023	Aircraft Mechanic III	27.67	
23040	Aircraft Mechanic Helper	21.30	
23050	Aircraft, Painter	24.84	
23060	Aircraft Servicer	22.96	
23070	Aircraft Survival Flight Equipment Technician	24.84	
23080	Aircraft Worker	23.85	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	23.85	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	25.81	
23110	Appliance Mechanic	24.84	
23120	Bicycle Repairer	21.18	
23125	Cable Splicer	31.48	
23130	Carpenter, Maintenance	22.60	
23140	Carpet Layer	23.85	
23160	Electrician, Maintenance	27.98	
23181	Electronics Technician Maintenance I	28.36	
23182	Electronics Technician Maintenance II	29.53	
23183	Electronics Technician Maintenance III	30.70	
23260	Fabric Worker	22.96	
23290	Fire Alarm System Mechanic	25.81	
23310	Fire Extinguisher Repairer	22.12	
23311	Fuel Distribution System Mechanic	25.81	
23312	Fuel Distribution System Operator	22.12	
23370	General Maintenance Worker	21.43	

23380	Ground Support Equipment Mechanic	25.81	
23381	Ground Support Equipment Servicer	22.96	
23382	Ground Support Equipment Worker	23.85	
23391	Gunsmith I	22.12	
23392	Gunsmith II	23.85	
23393	Gunsmith III	25.81	
23410	Heating, Ventilation And Air-Conditioning	24.32	
23411	Heating, Ventilation And Air Contidioning	25.15	
23430	Heavy Equipment Mechanic	24.47	
23440	Heavy Equipment Operator	22.91	
23460	Instrument Mechanic	25.81	
23465	Laboratory/Shelter Mechanic	24.84	
23470	Laborer	16.33	
23510	Locksmith	24.84	
23530	Machinery Maintenance Mechanic	30.05	
23550	Machinist, Maintenance	23.39	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	25.81	
23592	Metrology Technician II	26.70	
23593	Metrology Technician III	27.67	
23640	Millwright	25.81	
23710	Office Appliance Repairer	24.84	
23760	Painter, Maintenance	21.75	
23790	Pipefitter, Maintenance	25.62	
23810	Plumber, Maintenance	24.63	
23820	Pneudraulic Systems Mechanic	25.81	
23850	Rigger	25.81	
23870	Scale Mechanic	23.85	
23890	Sheet-Metal Worker, Maintenance	23.91	
23910	Small Engine Mechanic	21.03	
23931	Telecommunications Mechanic I	28.17	
23932	Telecommunications Mechanic II	29.10	
23950	Telephone Lineman	33.17	
23960	Welder, Combination, Maintenance	24.91	
23965	Well Driller	25.81	
23970	Woodcraft Worker	25.81	
23980	Woodworker	22.12	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.54	
24570	Child Care Attendant	12.19	***
24580	Child Care Center Clerk	14.66	***
24610	Chore Aide	11.61	***
24620	Family Readiness And Support Services	17.54	
24630	Homemaker	17.54	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.81	
25040	Sewage Plant Operator	22.90	
25070	Stationary Engineer	25.81	
25190	Ventilation Equipment Tender	19.70	
25210	Water Treatment Plant Operator	22.90	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.12	
27007	Baggage Inspector	15.69	***

27008	Corrections Officer	22.80	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	17.55	
27040	Detention Officer	22.80	
27070	Firefighter	24.63	
27101	Guard I	15.69	***
27102	Guard II	17.55	
27131	Police Officer I	26.52	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.75	***
28042	Carnival Equipment Repairer	14.29	***
28043	Carnival Worker	12.08	***
28210	Gate Attendant/Gate Tender	17.37	
28310	Lifeguard	11.74	***
28350	Park Attendant (Aide)	19.43	
28510	Recreation Aide/Health Facility Attendant	14.17	***
28515	Recreation Specialist	24.06	
28630	Sports Official	15.47	***
28690	Swimming Pool Operator	15.60	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.85	
29020	Hatch Tender	23.85	
29030	Line Handler	23.85	
29041	Stevedore I	22.96	
29042	Stevedore II	24.84	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	19.53	
30022	Archeological Technician II	22.00	
30023	Archeological Technician III	27.27	
30030	Cartographic Technician	27.27	
30040	Civil Engineering Technician	25.90	
30051	Cryogenic Technician I	29.89	
30052	Cryogenic Technician II	33.00	
30061	Drafter/CAD Operator I	19.53	
30062	Drafter/CAD Operator II	22.00	
30063	Drafter/CAD Operator III	25.19	
30064	Drafter/CAD Operator IV	29.89	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	26.85	
30095	Evidence Control Specialist	25.90	
30210	Laboratory Technician	25.19	
30221	Latent Fingerprint Technician I	29.89	
30222	Latent Fingerprint Technician II	33.00	
30240	Mathematical Technician	27.12	

30361	Paralegal/Legal Assistant I	19.53	
30362	Paralegal/Legal Assistant II	25.78	
30363	Paralegal/Legal Assistant III	31.54	
30364	Paralegal/Legal Assistant IV	38.16	
30375	Petroleum Supply Specialist	31.68	
30390	Photo-Optics Technician	27.98	
30395	Radiation Control Technician	31.68	
30461	Technical Writer I	25.15	
30462	Technical Writer II	30.76	
30463	Technical Writer III	38.32	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	29.89	
30502	Weather Forecaster II	36.36	
30620	Weather Observer, Combined Upper Air Or (see 2)	25.19	
30621	Weather Observer, Senior (see 2)	27.12	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	17.19	
31030	Bus Driver	20.85	
31043	Driver Courier	16.46	
31260	Parking and Lot Attendant	15.81	***
31290	Shuttle Bus Driver	18.78	
31310	Taxi Driver	15.91	***
31361	Truckdriver, Light	17.23	
31362	Truckdriver, Medium	18.51	
31363	Truckdriver, Heavy	23.58	
31364	Truckdriver, Tractor-Trailer	23.58	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	12.02	***
99050	Desk Clerk	13.75	***
99095	Embalmer	27.37	
99130	Flight Follower	36.34	
99251	Laboratory Animal Caretaker I	16.46	
99252	Laboratory Animal Caretaker II	17.31	
99260	Marketing Analyst	26.41	
99310	Mortician	27.37	
99410	Pest Controller	18.41	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	15.59	***
99711	Recycling Specialist	16.91	
99730	Refuse Collector	14.96	***
99810	Sales Clerk	13.44	***
99820	School Crossing Guard	19.37	
99830	Survey Party Chief	21.12	
99831	Surveying Aide	13.18	***
99832	Surveying Technician	18.06	
99840	Vending Machine Attendant	21.89	
99841	Vending Machine Repairer	24.51	
99842	Vending Machine Repairer Helper	21.89	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4311

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 20

Date Of Last Revision : 06/12/2023

Source : <https://sam.gov/wage-determination/2015-4311/20>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Amherst, Appomattox, Bedford, Campbell, Lynchburg

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

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.92	***
01012	Accounting Clerk II	16.74	
01013	Accounting Clerk III	18.74	
01020	Administrative Assistant	30.09	
01035	Court Reporter	19.46	
01041	Customer Service Representative I	13.59	***
01042	Customer Service Representative II	14.82	***
01043	Customer Service Representative III	16.65	
01051	Data Entry Operator I	13.55	***
01052	Data Entry Operator II	14.80	***
01060	Dispatcher, Motor Vehicle	23.57	
01070	Document Preparation Clerk	15.49	***
01090	Duplicating Machine Operator	15.49	***
01111	General Clerk I	13.82	***

01112	General Clerk II	15.07	***
01113	General Clerk III	16.92	
01120	Housing Referral Assistant	21.69	
01141	Messenger Courier	15.74	***
01191	Order Clerk I	15.86	***
01192	Order Clerk II	17.30	
01261	Personnel Assistant (Employment) I	18.04	
01262	Personnel Assistant (Employment) II	20.17	
01263	Personnel Assistant (Employment) III	22.49	
01270	Production Control Clerk	24.25	
01290	Rental Clerk	15.72	***
01300	Scheduler, Maintenance	17.40	
01311	Secretary I	17.40	
01312	Secretary II	19.46	
01313	Secretary III	21.69	
01320	Service Order Dispatcher	21.08	
01410	Supply Technician	30.09	
01420	Survey Worker	15.01	***
01460	Switchboard Operator/Receptionist	14.12	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	15.49	***
01612	Word Processor II	17.40	
01613	Word Processor III	19.46	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.42	
05010	Automotive Electrician	20.87	
05040	Automotive Glass Installer	19.72	
05070	Automotive Worker	19.72	
05110	Mobile Equipment Servicer	17.35	
05130	Motor Equipment Metal Mechanic	21.91	
05160	Motor Equipment Metal Worker	19.72	
05190	Motor Vehicle Mechanic	21.91	
05220	Motor Vehicle Mechanic Helper	16.15	***
05250	Motor Vehicle Upholstery Worker	18.56	
05280	Motor Vehicle Wrecker	19.72	
05310	Painter, Automotive	20.87	
05340	Radiator Repair Specialist	19.72	
05370	Tire Repairer	14.58	***
05400	Transmission Repair Specialist	21.91	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.75	***
07041	Cook I	13.76	***
07042	Cook II	15.64	***
07070	Dishwasher	11.47	***
07130	Food Service Worker	11.26	***
07210	Meat Cutter	16.23	
07260	Waiter/Waitress	11.45	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.13	
09040	Furniture Handler	11.97	***
09080	Furniture Refinisher	18.13	

09090	Furniture Refinisher Helper	14.03	***
09110	Furniture Repairer, Minor	16.12	***
09130	Upholsterer	18.13	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.59	***
11060	Elevator Operator	14.12	***
11090	Gardener	17.81	
11122	Housekeeping Aide	12.85	***
11150	Janitor	12.85	***
11210	Laborer, Grounds Maintenance	14.15	***
11240	Maid or Houseman	11.40	***
11260	Pruner	12.88	***
11270	Tractor Operator	16.58	
11330	Trail Maintenance Worker	14.15	***
11360	Window Cleaner	14.11	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.96	
12011	Breath Alcohol Technician	20.96	
12012	Certified Occupational Therapist Assistant	36.01	
12015	Certified Physical Therapist Assistant	33.77	
12020	Dental Assistant	20.37	
12025	Dental Hygienist	44.62	
12030	EKG Technician	31.77	
12035	Electroneurodiagnostic Technologist	31.77	
12040	Emergency Medical Technician	18.96	
12071	Licensed Practical Nurse I	18.74	
12072	Licensed Practical Nurse II	20.96	
12073	Licensed Practical Nurse III	23.37	
12100	Medical Assistant	16.93	
12130	Medical Laboratory Technician	22.69	
12160	Medical Record Clerk	18.49	
12190	Medical Record Technician	21.08	
12195	Medical Transcriptionist	19.25	
12210	Nuclear Medicine Technologist	46.08	
12221	Nursing Assistant I	11.81	***
12222	Nursing Assistant II	13.28	***
12223	Nursing Assistant III	14.49	***
12224	Nursing Assistant IV	16.27	
12235	Optical Dispenser	22.40	
12236	Optical Technician	18.74	
12250	Pharmacy Technician	17.43	
12280	Phlebotomist	15.89	***
12305	Radiologic Technologist	29.11	
12311	Registered Nurse I	25.02	
12312	Registered Nurse II	30.61	
12313	Registered Nurse II, Specialist	30.61	
12314	Registered Nurse III	37.03	
12315	Registered Nurse III, Anesthetist	37.03	
12316	Registered Nurse IV	44.39	
12317	Scheduler (Drug and Alcohol Testing)	25.98	
12320	Substance Abuse Treatment Counselor	21.92	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.61	

13012	Exhibits Specialist II	21.87	
13013	Exhibits Specialist III	26.68	
13041	Illustrator I	17.61	
13042	Illustrator II	21.87	
13043	Illustrator III	26.68	
13047	Librarian	24.16	
13050	Library Aide/Clerk	12.09	***
13054	Library Information Technology Systems	21.82	
13058	Library Technician	15.99	***
13061	Media Specialist I	15.74	***
13062	Media Specialist II	17.61	
13063	Media Specialist III	19.64	
13071	Photographer I	15.73	***
13072	Photographer II	17.59	
13073	Photographer III	21.78	
13074	Photographer IV	26.66	
13075	Photographer V	32.24	
13090	Technical Order Library Clerk	15.43	***
13110	Video Teleconference Technician	15.79	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.65	
14042	Computer Operator II	20.86	
14043	Computer Operator III	23.25	
14044	Computer Operator IV	25.85	
14045	Computer Operator V	27.70	
14071	Computer Programmer I (see 1)	21.26	
14072	Computer Programmer II (see 1)	26.35	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.65	
14160	Personal Computer Support Technician	25.85	
14170	System Support Specialist	30.32	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.19	
15020	Aircrew Training Devices Instructor (Rated)	40.16	
15030	Air Crew Training Devices Instructor (Pilot)	46.80	
15050	Computer Based Training Specialist / Instructor	33.19	
15060	Educational Technologist	30.53	
15070	Flight Instructor (Pilot)	46.80	
15080	Graphic Artist	22.57	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.80	
15086	Maintenance Test Pilot, Rotary Wing	46.80	
15088	Non-Maintenance Test/Co-Pilot	46.80	
15090	Technical Instructor	22.43	
15095	Technical Instructor/Course Developer	27.43	
15110	Test Proctor	18.10	
15120	Tutor	18.10	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.86	***
16030	Counter Attendant	12.86	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.86	***
16090	Presser, Hand	12.86	***
16110	Presser, Machine, Drycleaning	12.86	***
16130	Presser, Machine, Shirts	12.86	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.86	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.08	
19040	Tool And Die Maker	28.80	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.08	
21030	Material Coordinator	24.25	
21040	Material Expediter	24.25	
21050	Material Handling Laborer	14.96	***
21071	Order Filler	13.90	***
21080	Production Line Worker (Food Processing)	20.08	
21110	Shipping Packer	17.00	
21130	Shipping/Receiving Clerk	17.00	
21140	Store Worker I	13.64	***
21150	Stock Clerk	17.90	
21210	Tools And Parts Attendant	20.08	
21410	Warehouse Specialist	20.08	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	26.84	
23019	Aircraft Logs and Records Technician	21.69	
23021	Aircraft Mechanic I	25.62	
23022	Aircraft Mechanic II	26.84	
23023	Aircraft Mechanic III	28.06	
23040	Aircraft Mechanic Helper	18.88	
23050	Aircraft, Painter	24.40	
23060	Aircraft Servicer	21.69	
23070	Aircraft Survival Flight Equipment Technician	24.40	
23080	Aircraft Worker	23.05	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	23.05	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	25.62	
23110	Appliance Mechanic	24.08	
23120	Bicycle Repairer	20.01	
23125	Cable Splicer	34.36	
23130	Carpenter, Maintenance	20.01	
23140	Carpet Layer	22.75	
23160	Electrician, Maintenance	23.86	
23181	Electronics Technician Maintenance I	28.00	
23182	Electronics Technician Maintenance II	29.64	
23183	Electronics Technician Maintenance III	31.11	
23260	Fabric Worker	21.40	
23290	Fire Alarm System Mechanic	23.29	
23310	Fire Extinguisher Repairer	20.01	
23311	Fuel Distribution System Mechanic	25.28	
23312	Fuel Distribution System Operator	20.01	
23370	General Maintenance Worker	19.12	

23380	Ground Support Equipment Mechanic	25.62	
23381	Ground Support Equipment Servicer	21.69	
23382	Ground Support Equipment Worker	23.05	
23391	Gunsmith I	20.01	
23392	Gunsmith II	22.75	
23393	Gunsmith III	25.28	
23410	Heating, Ventilation And Air-Conditioning	23.70	
23411	Heating, Ventilation And Air Contidioning	24.84	
23430	Heavy Equipment Mechanic	23.69	
23440	Heavy Equipment Operator	19.21	
23460	Instrument Mechanic	25.28	
23465	Laboratory/Shelter Mechanic	24.08	
23470	Laborer	14.96	***
23510	Locksmith	24.08	
23530	Machinery Maintenance Mechanic	27.38	
23550	Machinist, Maintenance	28.10	
23580	Maintenance Trades Helper	15.27	***
23591	Metrology Technician I	25.28	
23592	Metrology Technician II	26.49	
23593	Metrology Technician III	27.78	
23640	Millwright	27.88	
23710	Office Appliance Repairer	21.26	
23760	Painter, Maintenance	18.13	
23790	Pipefitter, Maintenance	23.30	
23810	Plumber, Maintenance	22.19	
23820	Pneudraulic Systems Mechanic	25.28	
23850	Rigger	25.28	
23870	Scale Mechanic	22.75	
23890	Sheet-Metal Worker, Maintenance	22.50	
23910	Small Engine Mechanic	20.76	
23931	Telecommunications Mechanic I	27.52	
23932	Telecommunications Mechanic II	28.84	
23950	Telephone Lineman	34.79	
23960	Welder, Combination, Maintenance	23.30	
23965	Well Driller	25.28	
23970	Woodcraft Worker	25.28	
23980	Woodworker	20.01	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.88	***
24570	Child Care Attendant	11.09	***
24580	Child Care Center Clerk	13.04	***
24610	Chore Aide	11.09	***
24620	Family Readiness And Support Services	14.88	***
24630	Homemaker	14.88	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.66	
25040	Sewage Plant Operator	22.54	
25070	Stationary Engineer	25.66	
25190	Ventilation Equipment Tender	18.63	
25210	Water Treatment Plant Operator	22.54	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.91	
27007	Baggage Inspector	14.03	***

27008	Corrections Officer	21.03	
27010	Court Security Officer	21.14	
27030	Detection Dog Handler	15.69	***
27040	Detention Officer	21.03	
27070	Firefighter	21.74	
27101	Guard I	14.03	***
27102	Guard II	15.69	***
27131	Police Officer I	20.47	
27132	Police Officer II	22.76	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.45	***
28042	Carnival Equipment Repairer	14.45	***
28043	Carnival Worker	10.45	***
28210	Gate Attendant/Gate Tender	14.88	***
28310	Lifeguard	11.25	***
28350	Park Attendant (Aide)	16.64	
28510	Recreation Aide/Health Facility Attendant	12.14	***
28515	Recreation Specialist	20.62	
28630	Sports Official	13.25	***
28690	Swimming Pool Operator	17.40	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.75	
29020	Hatch Tender	22.75	
29030	Line Handler	22.75	
29041	Stevedore I	21.40	
29042	Stevedore II	24.08	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	19.66	
30022	Archeological Technician II	21.99	
30023	Archeological Technician III	27.25	
30030	Cartographic Technician	27.25	
30040	Civil Engineering Technician	26.35	
30051	Cryogenic Technician I	30.17	
30052	Cryogenic Technician II	33.32	
30061	Drafter/CAD Operator I	19.66	
30062	Drafter/CAD Operator II	21.99	
30063	Drafter/CAD Operator III	24.51	
30064	Drafter/CAD Operator IV	30.17	
30081	Engineering Technician I	15.39	***
30082	Engineering Technician II	17.29	
30083	Engineering Technician III	19.33	
30084	Engineering Technician IV	23.96	
30085	Engineering Technician V	29.30	
30086	Engineering Technician VI	35.45	
30090	Environmental Technician	27.25	
30095	Evidence Control Specialist	27.25	
30210	Laboratory Technician	23.45	
30221	Latent Fingerprint Technician I	30.17	
30222	Latent Fingerprint Technician II	33.32	
30240	Mathematical Technician	27.25	

30361	Paralegal/Legal Assistant I	18.70	
30362	Paralegal/Legal Assistant II	23.16	
30363	Paralegal/Legal Assistant III	28.34	
30364	Paralegal/Legal Assistant IV	34.28	
30375	Petroleum Supply Specialist	33.32	
30390	Photo-Optics Technician	26.93	
30395	Radiation Control Technician	33.32	
30461	Technical Writer I	24.66	
30462	Technical Writer II	30.17	
30463	Technical Writer III	36.49	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	30.17	
30502	Weather Forecaster II	36.69	
30620	Weather Observer, Combined Upper Air Or (see 2)	24.51	
30621	Weather Observer, Senior (see 2)	27.25	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	13.74	***
31030	Bus Driver	18.75	
31043	Driver Courier	14.36	***
31260	Parking and Lot Attendant	12.08	***
31290	Shuttle Bus Driver	14.43	***
31310	Taxi Driver	15.13	***
31361	Truckdriver, Light	15.42	***
31362	Truckdriver, Medium	16.49	
31363	Truckdriver, Heavy	21.34	
31364	Truckdriver, Tractor-Trailer	21.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	11.34	***
99050	Desk Clerk	11.27	***
99095	Embalmer	26.99	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	14.52	***
99252	Laboratory Animal Caretaker II	15.60	***
99260	Marketing Analyst	26.00	
99310	Mortician	26.99	
99410	Pest Controller	20.11	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	16.70	
99711	Recycling Specialist	19.57	
99730	Refuse Collector	15.20	***
99810	Sales Clerk	12.64	***
99820	School Crossing Guard	14.99	***
99830	Survey Party Chief	21.88	
99831	Surveying Aide	13.24	***
99832	Surveying Technician	18.14	
99840	Vending Machine Attendant	19.30	
99841	Vending Machine Repairer	23.56	
99842	Vending Machine Repairer Helper	19.30	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4313

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 22

Date Of Last Revision : 06/12/2023

Source : <https://sam.gov/wage-determination/2015-4313/22>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Amelia, Caroline, Charles City, Chesterfield, Colonial Hghts, Dinwiddie, Goochland, Hanover, Henrico, Hopewell, King William, New Kent, Petersburg, Powhatan, Prince George, Sussex This WD also applies to Richmond City

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.28	
01012	Accounting Clerk II	19.41	
01013	Accounting Clerk III	21.71	
01020	Administrative Assistant	30.29	
01035	Court Reporter	21.37	
01041	Customer Service Representative I	14.38	***
01042	Customer Service Representative II	15.69	***
01043	Customer Service Representative III	17.62	
01051	Data Entry Operator I	15.41	***
01052	Data Entry Operator II	16.82	
01060	Dispatcher, Motor Vehicle	22.52	
01070	Document Preparation Clerk	17.04	
01090	Duplicating Machine Operator	17.04	

01111	General Clerk I	14.65	***
01112	General Clerk II	15.98	***
01113	General Clerk III	17.95	
01120	Housing Referral Assistant	23.82	
01141	Messenger Courier	16.64	
01191	Order Clerk I	18.05	
01192	Order Clerk II	19.70	
01261	Personnel Assistant (Employment) I	18.72	
01262	Personnel Assistant (Employment) II	20.94	
01263	Personnel Assistant (Employment) III	23.35	
01270	Production Control Clerk	23.73	
01290	Rental Clerk	18.20	
01300	Scheduler, Maintenance	19.10	
01311	Secretary I	19.10	
01312	Secretary II	21.37	
01313	Secretary III	23.82	
01320	Service Order Dispatcher	20.14	
01410	Supply Technician	30.29	
01420	Survey Worker	18.37	
01460	Switchboard Operator/Receptionist	15.28	***
01531	Travel Clerk I	19.88	
01532	Travel Clerk II	21.13	
01533	Travel Clerk III	22.49	
01611	Word Processor I	15.83	***
01612	Word Processor II	17.76	
01613	Word Processor III	19.87	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.89	
05010	Automotive Electrician	22.08	
05040	Automotive Glass Installer	20.88	
05070	Automotive Worker	20.88	
05110	Mobile Equipment Servicer	18.37	
05130	Motor Equipment Metal Mechanic	23.17	
05160	Motor Equipment Metal Worker	20.88	
05190	Motor Vehicle Mechanic	23.17	
05220	Motor Vehicle Mechanic Helper	17.08	
05250	Motor Vehicle Upholstery Worker	19.55	
05280	Motor Vehicle Wrecker	20.88	
05310	Painter, Automotive	22.08	
05340	Radiator Repair Specialist	20.88	
05370	Tire Repairer	15.00	***
05400	Transmission Repair Specialist	23.17	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.61	***
07041	Cook I	16.09	***
07042	Cook II	18.29	
07070	Dishwasher	12.09	***
07130	Food Service Worker	13.28	***
07210	Meat Cutter	17.60	
07260	Waiter/Waitress	11.81	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.81	
09040	Furniture Handler	13.92	***

09080	Furniture Refinisher	19.83	
09090	Furniture Refinisher Helper	16.21	
09110	Furniture Repairer, Minor	17.87	
09130	Upholsterer	20.95	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.01	***
11060	Elevator Operator	13.01	***
11090	Gardener	21.17	
11122	Housekeeping Aide	14.19	***
11150	Janitor	14.19	***
11210	Laborer, Grounds Maintenance	16.20	
11240	Maid or Houseman	13.02	***
11260	Pruner	14.52	***
11270	Tractor Operator	19.68	
11330	Trail Maintenance Worker	16.20	
11360	Window Cleaner	15.28	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.94	
12011	Breath Alcohol Technician	22.65	
12012	Certified Occupational Therapist Assistant	35.72	
12015	Certified Physical Therapist Assistant	30.34	
12020	Dental Assistant	20.83	
12025	Dental Hygienist	45.00	
12030	EKG Technician	32.92	
12035	Electroneurodiagnostic Technologist	32.92	
12040	Emergency Medical Technician	19.94	
12071	Licensed Practical Nurse I	29.78	
12072	Licensed Practical Nurse II	22.65	
12073	Licensed Practical Nurse III	25.25	
12100	Medical Assistant	18.06	
12130	Medical Laboratory Technician	28.06	
12160	Medical Record Clerk	20.68	
12190	Medical Record Technician	24.48	
12195	Medical Transcriptionist	16.69	
12210	Nuclear Medicine Technologist	39.73	
12221	Nursing Assistant I	12.44	***
12222	Nursing Assistant II	13.99	***
12223	Nursing Assistant III	15.26	***
12224	Nursing Assistant IV	17.14	
12235	Optical Dispenser	24.11	
12236	Optical Technician	18.78	
12250	Pharmacy Technician	18.18	
12280	Phlebotomist	18.91	
12305	Radiologic Technologist	31.38	
12311	Registered Nurse I	25.90	
12312	Registered Nurse II	31.67	
12313	Registered Nurse II, Specialist	31.67	
12314	Registered Nurse III	38.32	
12315	Registered Nurse III, Anesthetist	38.32	
12316	Registered Nurse IV	45.94	
12317	Scheduler (Drug and Alcohol Testing)	28.07	
12320	Substance Abuse Treatment Counselor	24.15	

7. Information And Arts Occupations

Code	Title	Rate	Note
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13011	Exhibits Specialist I	21.33	
13012	Exhibits Specialist II	26.44	
13013	Exhibits Specialist III	32.32	
13041	Illustrator I	21.33	
13042	Illustrator II	26.44	
13043	Illustrator III	32.32	
13047	Librarian	29.27	
13050	Library Aide/Clerk	15.49	***
13054	Library Information Technology Systems	26.44	
13058	Library Technician	17.11	
13061	Media Specialist I	19.07	
13062	Media Specialist II	21.33	
13063	Media Specialist III	23.78	
13071	Photographer I	17.85	
13072	Photographer II	19.98	
13073	Photographer III	24.74	
13074	Photographer IV	30.26	
13075	Photographer V	36.62	
13090	Technical Order Library Clerk	19.46	
13110	Video Teleconference Technician	24.90	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	21.34	
14042	Computer Operator II	23.87	
14043	Computer Operator III	26.61	
14044	Computer Operator IV	29.58	
14045	Computer Operator V	32.75	
14071	Computer Programmer I (see 1)	25.33	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	21.34	
14160	Personal Computer Support Technician	29.58	
14170	System Support Specialist	32.75	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.56	
15020	Aircrew Training Devices Instructor (Rated)	40.61	
15030	Air Crew Training Devices Instructor (Pilot)	48.68	
15050	Computer Based Training Specialist / Instructor	33.56	
15060	Educational Technologist	36.02	
15070	Flight Instructor (Pilot)	48.68	
15080	Graphic Artist	28.75	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.68	
15086	Maintenance Test Pilot, Rotary Wing	48.68	
15088	Non-Maintenance Test/Co-Pilot	48.68	
15090	Technical Instructor	24.82	
15095	Technical Instructor/Course Developer	30.35	
15110	Test Proctor	20.03	
15120	Tutor	20.03	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.86	***

16030	Counter Attendant	12.86	***
16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.86	***
16090	Presser, Hand	12.86	***
16110	Presser, Machine, Drycleaning	12.86	***
16130	Presser, Machine, Shirts	12.86	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.86	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	22.72	
19040	Tool And Die Maker	27.27	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.45	
21030	Material Coordinator	23.73	
21040	Material Expediter	23.73	
21050	Material Handling Laborer	15.86	***
21071	Order Filler	15.54	***
21080	Production Line Worker (Food Processing)	20.45	
21110	Shipping Packer	18.15	
21130	Shipping/Receiving Clerk	18.15	
21140	Store Worker I	14.60	***
21150	Stock Clerk	20.44	
21210	Tools And Parts Attendant	20.45	
21410	Warehouse Specialist	20.45	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	35.03	
23019	Aircraft Logs and Records Technician	28.25	
23021	Aircraft Mechanic I	33.48	
23022	Aircraft Mechanic II	35.03	
23023	Aircraft Mechanic III	36.65	
23040	Aircraft Mechanic Helper	24.68	
23050	Aircraft, Painter	31.91	
23060	Aircraft Servicer	28.25	
23070	Aircraft Survival Flight Equipment Technician	31.91	
23080	Aircraft Worker	30.18	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	30.18	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	33.48	
23110	Appliance Mechanic	23.10	
23120	Bicycle Repairer	21.52	
23125	Cable Splicer	34.36	
23130	Carpenter, Maintenance	22.92	
23140	Carpet Layer	24.47	
23160	Electrician, Maintenance	25.52	
23181	Electronics Technician Maintenance I	29.18	
23182	Electronics Technician Maintenance II	30.86	
23183	Electronics Technician Maintenance III	32.38	
23260	Fabric Worker	22.91	
23290	Fire Alarm System Mechanic	26.02	
23310	Fire Extinguisher Repairer	21.52	
23311	Fuel Distribution System Mechanic	30.72	
23312	Fuel Distribution System Operator	24.36	

23370	General Maintenance Worker	21.88	
23380	Ground Support Equipment Mechanic	33.48	
23381	Ground Support Equipment Servicer	28.25	
23382	Ground Support Equipment Worker	30.18	
23391	Gunsmith I	21.52	
23392	Gunsmith II	24.47	
23393	Gunsmith III	27.15	
23410	Heating, Ventilation And Air-Conditioning	24.42	
23411	Heating, Ventilation And Air Contidioning	25.55	
23430	Heavy Equipment Mechanic	26.83	
23440	Heavy Equipment Operator	22.50	
23460	Instrument Mechanic	30.75	
23465	Laboratory/Shelter Mechanic	25.87	
23470	Laborer	15.86	***
23510	Locksmith	23.88	
23530	Machinery Maintenance Mechanic	30.39	
23550	Machinist, Maintenance	24.50	
23580	Maintenance Trades Helper	16.98	
23591	Metrology Technician I	30.75	
23592	Metrology Technician II	32.17	
23593	Metrology Technician III	33.66	
23640	Millwright	28.04	
23710	Office Appliance Repairer	21.08	
23760	Painter, Maintenance	19.52	
23790	Pipefitter, Maintenance	26.31	
23810	Plumber, Maintenance	25.07	
23820	Pneudraulic Systems Mechanic	27.15	
23850	Rigger	27.90	
23870	Scale Mechanic	24.47	
23890	Sheet-Metal Worker, Maintenance	25.48	
23910	Small Engine Mechanic	19.72	
23931	Telecommunications Mechanic I	32.85	
23932	Telecommunications Mechanic II	34.37	
23950	Telephone Lineman	36.51	
23960	Welder, Combination, Maintenance	23.24	
23965	Well Driller	26.75	
23970	Woodcraft Worker	27.15	
23980	Woodworker	21.52	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.71	
24570	Child Care Attendant	12.19	***
24580	Child Care Center Clerk	15.33	***
24610	Chore Aide	11.86	***
24620	Family Readiness And Support Services	16.71	
24630	Homemaker	16.71	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.11	
25040	Sewage Plant Operator	23.59	
25070	Stationary Engineer	24.11	
25190	Ventilation Equipment Tender	17.76	
25210	Water Treatment Plant Operator	23.59	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.70	

27007	Baggage Inspector	15.49	***
27008	Corrections Officer	21.17	
27010	Court Security Officer	23.16	
27030	Detection Dog Handler	17.31	
27040	Detention Officer	21.17	
27070	Firefighter	26.45	
27101	Guard I	15.49	***
27102	Guard II	17.31	
27131	Police Officer I	25.98	
27132	Police Officer II	28.87	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.18	***
28042	Carnival Equipment Repairer	15.25	***
28043	Carnival Worker	10.46	***
28210	Gate Attendant/Gate Tender	18.38	
28310	Lifeguard	11.95	***
28350	Park Attendant (Aide)	20.56	
28510	Recreation Aide/Health Facility Attendant	15.00	***
28515	Recreation Specialist	25.48	
28630	Sports Official	16.37	
28690	Swimming Pool Operator	17.34	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	32.47	
29020	Hatch Tender	32.47	
29030	Line Handler	32.47	
29041	Stevedore I	30.39	
29042	Stevedore II	34.33	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.87	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.94	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.07	
30021	Archeological Technician I	18.52	
30022	Archeological Technician II	20.71	
30023	Archeological Technician III	25.67	
30030	Cartographic Technician	25.67	
30040	Civil Engineering Technician	26.44	
30051	Cryogenic Technician I	28.42	
30052	Cryogenic Technician II	31.40	
30061	Drafter/CAD Operator I	18.52	
30062	Drafter/CAD Operator II	20.71	
30063	Drafter/CAD Operator III	23.09	
30064	Drafter/CAD Operator IV	28.42	
30081	Engineering Technician I	16.82	
30082	Engineering Technician II	18.88	
30083	Engineering Technician III	21.11	
30084	Engineering Technician IV	26.16	
30085	Engineering Technician V	32.00	
30086	Engineering Technician VI	38.72	
30090	Environmental Technician	22.64	
30095	Evidence Control Specialist	25.67	
30210	Laboratory Technician	25.77	
30221	Latent Fingerprint Technician I	28.94	
30222	Latent Fingerprint Technician II	31.96	

30240	Mathematical Technician	26.55	
30361	Paralegal/Legal Assistant I	21.04	
30362	Paralegal/Legal Assistant II	26.08	
30363	Paralegal/Legal Assistant III	31.89	
30364	Paralegal/Legal Assistant IV	38.58	
30375	Petroleum Supply Specialist	31.40	
30390	Photo-Optics Technician	25.67	
30395	Radiation Control Technician	31.40	
30461	Technical Writer I	28.66	
30462	Technical Writer II	35.05	
30463	Technical Writer III	42.42	
30491	Unexploded Ordnance (UXO) Technician I	28.51	
30492	Unexploded Ordnance (UXO) Technician II	34.50	
30493	Unexploded Ordnance (UXO) Technician III	41.35	
30494	Unexploded (UXO) Safety Escort	28.51	
30495	Unexploded (UXO) Sweep Personnel	28.51	
30501	Weather Forecaster I	28.42	
30502	Weather Forecaster II	34.57	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.09	
30621	Weather Observer, Senior (see 2)	25.67	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.50	
31020	Bus Aide	17.58	
31030	Bus Driver	24.44	
31043	Driver Courier	17.62	
31260	Parking and Lot Attendant	12.57	***
31290	Shuttle Bus Driver	17.22	
31310	Taxi Driver	14.75	***
31361	Truckdriver, Light	18.94	
31362	Truckdriver, Medium	20.16	
31363	Truckdriver, Heavy	23.13	
31364	Truckdriver, Tractor-Trailer	23.13	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.82	
99030	Cashier	12.32	***
99050	Desk Clerk	13.32	***
99095	Embalmer	31.75	
99130	Flight Follower	28.51	
99251	Laboratory Animal Caretaker I	14.66	***
99252	Laboratory Animal Caretaker II	15.77	***
99260	Marketing Analyst	32.45	
99310	Mortician	31.44	
99410	Pest Controller	19.98	
99510	Photofinishing Worker	14.98	***
99710	Recycling Laborer	17.76	
99711	Recycling Specialist	21.29	
99730	Refuse Collector	15.91	***
99810	Sales Clerk	13.61	***
99820	School Crossing Guard	15.36	***
99830	Survey Party Chief	26.80	
99831	Surveying Aide	17.53	
99832	Surveying Technician	24.01	
99840	Vending Machine Attendant	18.47	
99841	Vending Machine Repairer	22.55	
99842	Vending Machine Repairer Helper	18.47	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4315

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 22

Date Of Last Revision : 06/12/2023

Source : <https://sam.gov/wage-determination/2015-4315/22>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Botetourt, Craig, Franklin, Roanoke, Salem

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

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.15	***
01012	Accounting Clerk II	17.02	
01013	Accounting Clerk III	19.03	
01020	Administrative Assistant	27.86	
01035	Court Reporter	19.53	
01041	Customer Service Representative I	15.01	***
01042	Customer Service Representative II	16.38	
01043	Customer Service Representative III	18.40	
01051	Data Entry Operator I	14.27	***
01052	Data Entry Operator II	15.57	***
01060	Dispatcher, Motor Vehicle	21.98	
01070	Document Preparation Clerk	15.71	***
01090	Duplicating Machine Operator	15.71	***
01111	General Clerk I	13.82	***

01112	General Clerk II	15.08	***
01113	General Clerk III	16.94	
01120	Housing Referral Assistant	21.76	
01141	Messenger Courier	14.77	***
01191	Order Clerk I	15.92	***
01192	Order Clerk II	17.37	
01261	Personnel Assistant (Employment) I	16.71	
01262	Personnel Assistant (Employment) II	18.69	
01263	Personnel Assistant (Employment) III	20.84	
01270	Production Control Clerk	22.77	
01290	Rental Clerk	17.13	
01300	Scheduler, Maintenance	17.45	
01311	Secretary I	17.45	
01312	Secretary II	19.53	
01313	Secretary III	21.76	
01320	Service Order Dispatcher	19.84	
01410	Supply Technician	27.86	
01420	Survey Worker	17.22	
01460	Switchboard Operator/Receptionist	13.99	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	15.54	***
01612	Word Processor II	17.45	
01613	Word Processor III	19.53	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.63	
05010	Automotive Electrician	19.59	
05040	Automotive Glass Installer	18.50	
05070	Automotive Worker	18.50	
05110	Mobile Equipment Servicer	16.28	
05130	Motor Equipment Metal Mechanic	20.56	
05160	Motor Equipment Metal Worker	18.50	
05190	Motor Vehicle Mechanic	20.56	
05220	Motor Vehicle Mechanic Helper	15.16	***
05250	Motor Vehicle Upholstery Worker	17.41	
05280	Motor Vehicle Wrecker	18.50	
05310	Painter, Automotive	19.59	
05340	Radiator Repair Specialist	18.50	
05370	Tire Repairer	14.77	***
05400	Transmission Repair Specialist	20.56	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.40	***
07041	Cook I	14.28	***
07042	Cook II	16.23	
07070	Dishwasher	12.15	***
07130	Food Service Worker	11.53	***
07210	Meat Cutter	17.07	
07260	Waiter/Waitress	11.29	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.28	
09040	Furniture Handler	11.20	***
09080	Furniture Refinisher	16.95	

09090	Furniture Refinisher Helper	13.12	***
09110	Furniture Repairer, Minor	15.08	***
09130	Upholsterer	16.50	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.78	***
11060	Elevator Operator	12.78	***
11090	Gardener	17.76	
11122	Housekeeping Aide	13.37	***
11150	Janitor	13.37	***
11210	Laborer, Grounds Maintenance	14.11	***
11240	Maid or Houseman	11.45	***
11260	Pruner	12.84	***
11270	Tractor Operator	16.53	
11330	Trail Maintenance Worker	14.11	***
11360	Window Cleaner	14.69	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.39	
12011	Breath Alcohol Technician	21.70	
12012	Certified Occupational Therapist Assistant	35.52	
12015	Certified Physical Therapist Assistant	32.68	
12020	Dental Assistant	18.98	
12025	Dental Hygienist	36.88	
12030	EKG Technician	32.88	
12035	Electroneurodiagnostic Technologist	32.88	
12040	Emergency Medical Technician	18.39	
12071	Licensed Practical Nurse I	19.40	
12072	Licensed Practical Nurse II	21.70	
12073	Licensed Practical Nurse III	24.19	
12100	Medical Assistant	16.73	
12130	Medical Laboratory Technician	22.43	
12160	Medical Record Clerk	20.65	
12190	Medical Record Technician	23.24	
12195	Medical Transcriptionist	16.96	
12210	Nuclear Medicine Technologist	47.69	
12221	Nursing Assistant I	12.16	***
12222	Nursing Assistant II	13.67	***
12223	Nursing Assistant III	14.91	***
12224	Nursing Assistant IV	16.75	
12235	Optical Dispenser	22.76	
12236	Optical Technician	19.40	
12250	Pharmacy Technician	17.58	
12280	Phlebotomist	17.78	
12305	Radiologic Technologist	29.64	
12311	Registered Nurse I	24.79	
12312	Registered Nurse II	30.32	
12313	Registered Nurse II, Specialist	30.32	
12314	Registered Nurse III	36.68	
12315	Registered Nurse III, Anesthetist	36.68	
12316	Registered Nurse IV	43.97	
12317	Scheduler (Drug and Alcohol Testing)	26.89	
12320	Substance Abuse Treatment Counselor	21.98	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.17	

13012	Exhibits Specialist II	26.23	
13013	Exhibits Specialist III	32.08	
13041	Illustrator I	21.17	
13042	Illustrator II	26.23	
13043	Illustrator III	32.08	
13047	Librarian	29.04	
13050	Library Aide/Clerk	13.79	***
13054	Library Information Technology Systems	26.23	
13058	Library Technician	16.71	
13061	Media Specialist I	18.92	
13062	Media Specialist II	21.17	
13063	Media Specialist III	23.60	
13071	Photographer I	18.54	
13072	Photographer II	20.75	
13073	Photographer III	25.70	
13074	Photographer IV	31.43	
13075	Photographer V	38.03	
13090	Technical Order Library Clerk	18.04	
13110	Video Teleconference Technician	19.81	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.81	
14042	Computer Operator II	19.91	
14043	Computer Operator III	22.51	
14044	Computer Operator IV	25.04	
14045	Computer Operator V	27.70	
14071	Computer Programmer I (see 1)	24.71	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	17.81	
14160	Personal Computer Support Technician	25.04	
14170	System Support Specialist	28.15	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	32.30	
15020	Aircrew Training Devices Instructor (Rated)	39.08	
15030	Air Crew Training Devices Instructor (Pilot)	46.85	
15050	Computer Based Training Specialist / Instructor	32.30	
15060	Educational Technologist	30.42	
15070	Flight Instructor (Pilot)	46.85	
15080	Graphic Artist	22.24	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.85	
15086	Maintenance Test Pilot, Rotary Wing	46.85	
15088	Non-Maintenance Test/Co-Pilot	46.85	
15090	Technical Instructor	22.43	
15095	Technical Instructor/Course Developer	27.43	
15110	Test Proctor	18.10	
15120	Tutor	18.10	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.86	***
16030	Counter Attendant	12.86	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.86	***
16090	Presser, Hand	12.86	***
16110	Presser, Machine, Drycleaning	12.86	***
16130	Presser, Machine, Shirts	12.86	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.86	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	21.86	
19040	Tool And Die Maker	26.15	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.59	
21030	Material Coordinator	22.77	
21040	Material Expediter	22.77	
21050	Material Handling Laborer	15.72	***
21071	Order Filler	14.58	***
21080	Production Line Worker (Food Processing)	18.59	
21110	Shipping Packer	17.10	
21130	Shipping/Receiving Clerk	17.10	
21140	Store Worker I	13.64	***
21150	Stock Clerk	17.90	
21210	Tools And Parts Attendant	18.59	
21410	Warehouse Specialist	18.59	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.73	
23019	Aircraft Logs and Records Technician	22.41	
23021	Aircraft Mechanic I	26.46	
23022	Aircraft Mechanic II	27.73	
23023	Aircraft Mechanic III	29.08	
23040	Aircraft Mechanic Helper	19.51	
23050	Aircraft, Painter	25.21	
23060	Aircraft Servicer	22.41	
23070	Aircraft Survival Flight Equipment Technician	25.21	
23080	Aircraft Worker	23.81	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	23.81	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	26.46	
23110	Appliance Mechanic	23.73	
23120	Bicycle Repairer	19.72	
23125	Cable Splicer	36.65	
23130	Carpenter, Maintenance	19.83	
23140	Carpet Layer	22.26	
23160	Electrician, Maintenance	24.02	
23181	Electronics Technician Maintenance I	24.00	
23182	Electronics Technician Maintenance II	25.41	
23183	Electronics Technician Maintenance III	26.67	
23260	Fabric Worker	21.09	
23290	Fire Alarm System Mechanic	22.95	
23310	Fire Extinguisher Repairer	19.72	
23311	Fuel Distribution System Mechanic	28.95	
23312	Fuel Distribution System Operator	22.92	
23370	General Maintenance Worker	18.38	

23380	Ground Support Equipment Mechanic	26.46	
23381	Ground Support Equipment Servicer	22.41	
23382	Ground Support Equipment Worker	23.81	
23391	Gunsmith I	19.72	
23392	Gunsmith II	22.42	
23393	Gunsmith III	24.91	
23410	Heating, Ventilation And Air-Conditioning	22.53	
23411	Heating, Ventilation And Air Contidioning	23.61	
23430	Heavy Equipment Mechanic	26.95	
23440	Heavy Equipment Operator	19.97	
23460	Instrument Mechanic	24.91	
23465	Laboratory/Shelter Mechanic	23.73	
23470	Laborer	15.72	***
23510	Locksmith	23.73	
23530	Machinery Maintenance Mechanic	24.36	
23550	Machinist, Maintenance	22.72	
23580	Maintenance Trades Helper	14.47	***
23591	Metrology Technician I	24.91	
23592	Metrology Technician II	26.11	
23593	Metrology Technician III	27.37	
23640	Millwright	24.91	
23710	Office Appliance Repairer	17.54	
23760	Painter, Maintenance	18.12	
23790	Pipefitter, Maintenance	23.53	
23810	Plumber, Maintenance	22.41	
23820	Pneudraulic Systems Mechanic	24.91	
23850	Rigger	24.91	
23870	Scale Mechanic	22.42	
23890	Sheet-Metal Worker, Maintenance	20.42	
23910	Small Engine Mechanic	20.75	
23931	Telecommunications Mechanic I	27.77	
23932	Telecommunications Mechanic II	29.10	
23950	Telephone Lineman	35.32	
23960	Welder, Combination, Maintenance	22.36	
23965	Well Driller	24.91	
23970	Woodcraft Worker	24.91	
23980	Woodworker	19.72	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.04	***
24570	Child Care Attendant	11.44	***
24580	Child Care Center Clerk	13.77	***
24610	Chore Aide	12.02	***
24620	Family Readiness And Support Services	15.04	***
24630	Homemaker	15.04	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	28.71	
25040	Sewage Plant Operator	21.64	
25070	Stationary Engineer	28.71	
25190	Ventilation Equipment Tender	21.16	
25210	Water Treatment Plant Operator	21.27	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.34	
27007	Baggage Inspector	15.36	***

27008	Corrections Officer	22.32	
27010	Court Security Officer	20.61	
27030	Detection Dog Handler	17.18	
27040	Detention Officer	22.32	
27070	Firefighter	20.57	
27101	Guard I	15.36	***
27102	Guard II	17.18	
27131	Police Officer I	20.98	
27132	Police Officer II	23.32	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.59	***
28042	Carnival Equipment Repairer	15.68	***
28043	Carnival Worker	11.33	***
28210	Gate Attendant/Gate Tender	16.30	
28310	Lifeguard	11.01	***
28350	Park Attendant (Aide)	18.23	
28510	Recreation Aide/Health Facility Attendant	13.30	***
28515	Recreation Specialist	22.58	
28630	Sports Official	14.51	***
28690	Swimming Pool Operator	18.56	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.42	
29020	Hatch Tender	22.42	
29030	Line Handler	22.42	
29041	Stevedore I	21.09	
29042	Stevedore II	23.73	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	18.54	
30022	Archeological Technician II	20.74	
30023	Archeological Technician III	25.70	
30030	Cartographic Technician	25.70	
30040	Civil Engineering Technician	26.14	
30051	Cryogenic Technician I	28.45	
30052	Cryogenic Technician II	31.43	
30061	Drafter/CAD Operator I	18.54	
30062	Drafter/CAD Operator II	20.74	
30063	Drafter/CAD Operator III	23.12	
30064	Drafter/CAD Operator IV	28.45	
30081	Engineering Technician I	17.16	
30082	Engineering Technician II	19.28	
30083	Engineering Technician III	21.56	
30084	Engineering Technician IV	26.71	
30085	Engineering Technician V	32.67	
30086	Engineering Technician VI	39.53	
30090	Environmental Technician	25.70	
30095	Evidence Control Specialist	25.70	
30210	Laboratory Technician	23.24	
30221	Latent Fingerprint Technician I	33.46	
30222	Latent Fingerprint Technician II	36.96	
30240	Mathematical Technician	25.70	

30361	Paralegal/Legal Assistant I	19.45	
30362	Paralegal/Legal Assistant II	24.09	
30363	Paralegal/Legal Assistant III	29.47	
30364	Paralegal/Legal Assistant IV	35.65	
30375	Petroleum Supply Specialist	31.43	
30390	Photo-Optics Technician	25.70	
30395	Radiation Control Technician	31.43	
30461	Technical Writer I	24.55	
30462	Technical Writer II	30.03	
30463	Technical Writer III	36.32	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	28.45	
30502	Weather Forecaster II	34.61	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.12	
30621	Weather Observer, Senior (see 2)	25.70	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	14.86	***
31030	Bus Driver	20.01	
31043	Driver Courier	17.38	
31260	Parking and Lot Attendant	11.62	***
31290	Shuttle Bus Driver	16.60	
31310	Taxi Driver	14.72	***
31361	Truckdriver, Light	18.67	
31362	Truckdriver, Medium	19.97	
31363	Truckdriver, Heavy	22.73	
31364	Truckdriver, Tractor-Trailer	22.73	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	11.43	***
99050	Desk Clerk	11.34	***
99095	Embalmer	28.07	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	13.81	***
99252	Laboratory Animal Caretaker II	14.83	***
99260	Marketing Analyst	29.02	
99310	Mortician	28.07	
99410	Pest Controller	18.17	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	16.71	
99711	Recycling Specialist	19.58	
99730	Refuse Collector	15.21	***
99810	Sales Clerk	13.30	***
99820	School Crossing Guard	14.37	***
99830	Survey Party Chief	26.50	
99831	Surveying Aide	16.04	***
99832	Surveying Technician	21.98	
99840	Vending Machine Attendant	18.66	
99841	Vending Machine Repairer	22.78	
99842	Vending Machine Repairer Helper	18.66	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4317

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4317/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Buchanan, Dickenson, Galax, Grayson, Lee, Norton, Russell, Smyth, Tazewell, Wise

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

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.95	***
01012	Accounting Clerk II	17.91	
01013	Accounting Clerk III	20.03	
01020	Administrative Assistant	23.64	
01035	Court Reporter	18.30	
01041	Customer Service Representative I	13.73	***
01042	Customer Service Representative II	14.98	***
01043	Customer Service Representative III	16.81	
01051	Data Entry Operator I	13.99	***
01052	Data Entry Operator II	15.26	***
01060	Dispatcher, Motor Vehicle	20.82	
01070	Document Preparation Clerk	14.58	***
01090	Duplicating Machine Operator	14.58	***
01111	General Clerk I	13.34	***

01112	General Clerk II	14.56	***
01113	General Clerk III	16.35	
01120	Housing Referral Assistant	20.41	
01141	Messenger Courier	12.68	***
01191	Order Clerk I	14.26	***
01192	Order Clerk II	15.55	***
01261	Personnel Assistant (Employment) I	17.10	
01262	Personnel Assistant (Employment) II	19.12	
01263	Personnel Assistant (Employment) III	21.32	
01270	Production Control Clerk	21.37	
01290	Rental Clerk	15.64	***
01300	Scheduler, Maintenance	16.37	
01311	Secretary I	16.37	
01312	Secretary II	18.30	
01313	Secretary III	20.41	
01320	Service Order Dispatcher	18.17	
01410	Supply Technician	23.64	
01420	Survey Worker	14.30	***
01460	Switchboard Operator/Receptionist	12.58	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	14.58	***
01612	Word Processor II	16.37	
01613	Word Processor III	18.30	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.14	
05010	Automotive Electrician	16.72	
05040	Automotive Glass Installer	15.83	***
05070	Automotive Worker	15.83	***
05110	Mobile Equipment Servicer	14.03	***
05130	Motor Equipment Metal Mechanic	17.55	
05160	Motor Equipment Metal Worker	15.83	***
05190	Motor Vehicle Mechanic	17.55	
05220	Motor Vehicle Mechanic Helper	13.02	***
05250	Motor Vehicle Upholstery Worker	15.03	***
05280	Motor Vehicle Wrecker	15.75	***
05310	Painter, Automotive	16.72	
05340	Radiator Repair Specialist	15.75	***
05370	Tire Repairer	14.17	***
05400	Transmission Repair Specialist	17.55	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.87	***
07041	Cook I	12.86	***
07042	Cook II	14.71	***
07070	Dishwasher	11.69	***
07130	Food Service Worker	11.13	***
07210	Meat Cutter	18.11	
07260	Waiter/Waitress	12.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.48	
09040	Furniture Handler	10.63	***
09080	Furniture Refinisher	14.70	***

09090	Furniture Refinisher Helper	12.00	***
09110	Furniture Repairer, Minor	13.35	***
09130	Upholsterer	16.17	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.22	***
11060	Elevator Operator	13.02	***
11090	Gardener	17.44	
11122	Housekeeping Aide	12.44	***
11150	Janitor	12.44	***
11210	Laborer, Grounds Maintenance	13.63	***
11240	Maid or Houseman	11.18	***
11260	Pruner	12.38	***
11270	Tractor Operator	16.18	***
11330	Trail Maintenance Worker	13.63	***
11360	Window Cleaner	13.70	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.51	***
12011	Breath Alcohol Technician	20.70	
12012	Certified Occupational Therapist Assistant	32.45	
12015	Certified Physical Therapist Assistant	30.52	
12020	Dental Assistant	17.75	
12025	Dental Hygienist	35.00	
12030	EKG Technician	31.37	
12035	Electroneurodiagnostic Technologist	31.37	
12040	Emergency Medical Technician	15.51	***
12071	Licensed Practical Nurse I	18.51	
12072	Licensed Practical Nurse II	20.70	
12073	Licensed Practical Nurse III	23.08	
12100	Medical Assistant	15.23	***
12130	Medical Laboratory Technician	25.95	
12160	Medical Record Clerk	16.97	
12190	Medical Record Technician	18.98	
12195	Medical Transcriptionist	18.51	
12210	Nuclear Medicine Technologist	45.51	
12221	Nursing Assistant I	12.21	***
12222	Nursing Assistant II	13.73	***
12223	Nursing Assistant III	14.98	***
12224	Nursing Assistant IV	16.81	
12235	Optical Dispenser	21.97	
12236	Optical Technician	16.62	
12250	Pharmacy Technician	15.25	***
12280	Phlebotomist	16.02	***
12305	Radiologic Technologist	24.97	
12311	Registered Nurse I	25.34	
12312	Registered Nurse II	30.98	
12313	Registered Nurse II, Specialist	30.98	
12314	Registered Nurse III	37.48	
12315	Registered Nurse III, Anesthetist	37.48	
12316	Registered Nurse IV	44.93	
12317	Scheduler (Drug and Alcohol Testing)	25.66	
12320	Substance Abuse Treatment Counselor	22.48	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.07	

13012	Exhibits Specialist II	21.14	
13013	Exhibits Specialist III	25.86	
13041	Illustrator I	17.07	
13042	Illustrator II	21.14	
13043	Illustrator III	25.86	
13047	Librarian	23.42	
13050	Library Aide/Clerk	13.77	***
13054	Library Information Technology Systems	21.14	
13058	Library Technician	16.99	
13061	Media Specialist I	15.26	***
13062	Media Specialist II	17.07	
13063	Media Specialist III	19.02	
13071	Photographer I	15.26	***
13072	Photographer II	17.07	
13073	Photographer III	21.14	
13074	Photographer IV	25.86	
13075	Photographer V	31.29	
13090	Technical Order Library Clerk	17.30	
13110	Video Teleconference Technician	15.26	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.86	
14042	Computer Operator II	19.99	
14043	Computer Operator III	22.30	
14044	Computer Operator IV	24.77	
14045	Computer Operator V	27.44	
14071	Computer Programmer I (see 1)	20.01	
14072	Computer Programmer II (see 1)	24.79	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	17.86	
14160	Personal Computer Support Technician	24.77	
14170	System Support Specialist	28.49	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.82	
15020	Aircrew Training Devices Instructor (Rated)	38.50	
15030	Air Crew Training Devices Instructor (Pilot)	46.15	
15050	Computer Based Training Specialist / Instructor	31.82	
15060	Educational Technologist	29.95	
15070	Flight Instructor (Pilot)	46.15	
15080	Graphic Artist	23.93	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.15	
15086	Maintenance Test Pilot, Rotary Wing	46.15	
15088	Non-Maintenance Test/Co-Pilot	46.15	
15090	Technical Instructor	19.57	
15095	Technical Instructor/Course Developer	23.93	
15110	Test Proctor	15.80	***
15120	Tutor	15.80	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.86	***
16030	Counter Attendant	12.86	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.86	***
16090	Presser, Hand	12.86	***
16110	Presser, Machine, Drycleaning	12.86	***
16130	Presser, Machine, Shirts	12.86	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.86	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	21.59	
19040	Tool And Die Maker	25.87	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.08	
21030	Material Coordinator	21.37	
21040	Material Expediter	21.37	
21050	Material Handling Laborer	15.61	***
21071	Order Filler	14.08	***
21080	Production Line Worker (Food Processing)	17.08	
21110	Shipping Packer	16.40	
21130	Shipping/Receiving Clerk	16.40	
21140	Store Worker I	13.74	***
21150	Stock Clerk	18.25	
21210	Tools And Parts Attendant	17.08	
21410	Warehouse Specialist	17.08	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	25.92	
23019	Aircraft Logs and Records Technician	20.79	
23021	Aircraft Mechanic I	24.68	
23022	Aircraft Mechanic II	25.92	
23023	Aircraft Mechanic III	27.10	
23040	Aircraft Mechanic Helper	17.97	
23050	Aircraft, Painter	23.51	
23060	Aircraft Servicer	20.79	
23070	Aircraft Survival Flight Equipment Technician	23.51	
23080	Aircraft Worker	22.14	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	22.14	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	24.68	
23110	Appliance Mechanic	21.59	
23120	Bicycle Repairer	19.37	
23125	Cable Splicer	31.37	
23130	Carpenter, Maintenance	19.13	
23140	Carpet Layer	22.14	
23160	Electrician, Maintenance	27.96	
23181	Electronics Technician Maintenance I	24.62	
23182	Electronics Technician Maintenance II	26.14	
23183	Electronics Technician Maintenance III	27.44	
23260	Fabric Worker	20.79	
23290	Fire Alarm System Mechanic	24.68	
23310	Fire Extinguisher Repairer	19.37	
23311	Fuel Distribution System Mechanic	24.91	
23312	Fuel Distribution System Operator	19.60	
23370	General Maintenance Worker	18.07	

23380	Ground Support Equipment Mechanic	24.68	
23381	Ground Support Equipment Servicer	20.79	
23382	Ground Support Equipment Worker	22.14	
23391	Gunsmith I	19.37	
23392	Gunsmith II	22.14	
23393	Gunsmith III	24.68	
23410	Heating, Ventilation And Air-Conditioning	20.21	
23411	Heating, Ventilation And Air Contidioning	21.35	
23430	Heavy Equipment Mechanic	28.30	
23440	Heavy Equipment Operator	21.44	
23460	Instrument Mechanic	24.68	
23465	Laboratory/Shelter Mechanic	23.51	
23470	Laborer	15.61	***
23510	Locksmith	23.51	
23530	Machinery Maintenance Mechanic	23.11	
23550	Machinist, Maintenance	20.03	
23580	Maintenance Trades Helper	14.88	***
23591	Metrology Technician I	24.68	
23592	Metrology Technician II	25.92	
23593	Metrology Technician III	27.10	
23640	Millwright	24.68	
23710	Office Appliance Repairer	18.10	
23760	Painter, Maintenance	18.18	
23790	Pipefitter, Maintenance	22.28	
23810	Plumber, Maintenance	21.23	
23820	Pneudraulic Systems Mechanic	24.68	
23850	Rigger	24.68	
23870	Scale Mechanic	22.14	
23890	Sheet-Metal Worker, Maintenance	18.72	
23910	Small Engine Mechanic	22.14	
23931	Telecommunications Mechanic I	29.17	
23932	Telecommunications Mechanic II	30.63	
23950	Telephone Lineman	25.67	
23960	Welder, Combination, Maintenance	20.43	
23965	Well Driller	24.68	
23970	Woodcraft Worker	24.68	
23980	Woodworker	19.37	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.83	***
24570	Child Care Attendant	11.30	***
24580	Child Care Center Clerk	14.09	***
24610	Chore Aide	11.74	***
24620	Family Readiness And Support Services	14.83	***
24630	Homemaker	14.83	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	20.52	
25040	Sewage Plant Operator	18.38	
25070	Stationary Engineer	20.52	
25190	Ventilation Equipment Tender	14.91	***
25210	Water Treatment Plant Operator	18.38	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.99	***
27007	Baggage Inspector	13.94	***

27008	Corrections Officer	19.14	
27010	Court Security Officer	18.63	
27030	Detection Dog Handler	15.59	***
27040	Detention Officer	19.14	
27070	Firefighter	18.94	
27101	Guard I	13.94	***
27102	Guard II	15.59	***
27131	Police Officer I	21.83	
27132	Police Officer II	24.27	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.16	***
28042	Carnival Equipment Repairer	14.14	***
28043	Carnival Worker	10.16	***
28210	Gate Attendant/Gate Tender	15.62	***
28310	Lifeguard	11.00	***
28350	Park Attendant (Aide)	17.48	
28510	Recreation Aide/Health Facility Attendant	12.76	***
28515	Recreation Specialist	21.65	
28630	Sports Official	13.92	***
28690	Swimming Pool Operator	17.37	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.14	
29020	Hatch Tender	22.14	
29030	Line Handler	22.14	
29041	Stevedore I	20.79	
29042	Stevedore II	23.51	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	18.48	
30022	Archeological Technician II	21.10	
30023	Archeological Technician III	25.64	
30030	Cartographic Technician	25.42	
30040	Civil Engineering Technician	23.82	
30051	Cryogenic Technician I	27.31	
30052	Cryogenic Technician II	30.15	
30061	Drafter/CAD Operator I	18.48	
30062	Drafter/CAD Operator II	21.10	
30063	Drafter/CAD Operator III	23.79	
30064	Drafter/CAD Operator IV	27.31	
30081	Engineering Technician I	16.07	***
30082	Engineering Technician II	18.05	
30083	Engineering Technician III	20.18	
30084	Engineering Technician IV	25.02	
30085	Engineering Technician V	30.59	
30086	Engineering Technician VI	37.01	
30090	Environmental Technician	24.65	
30095	Evidence Control Specialist	23.82	
30210	Laboratory Technician	22.89	
30221	Latent Fingerprint Technician I	27.31	
30222	Latent Fingerprint Technician II	30.15	
30240	Mathematical Technician	25.42	

30361	Paralegal/Legal Assistant I	18.80	
30362	Paralegal/Legal Assistant II	22.83	
30363	Paralegal/Legal Assistant III	27.93	
30364	Paralegal/Legal Assistant IV	33.80	
30375	Petroleum Supply Specialist	29.14	
30390	Photo-Optics Technician	25.42	
30395	Radiation Control Technician	29.14	
30461	Technical Writer I	24.66	
30462	Technical Writer II	30.87	
30463	Technical Writer III	35.25	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	27.31	
30502	Weather Forecaster II	33.19	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.79	
30621	Weather Observer, Senior (see 2)	24.65	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	11.87	***
31030	Bus Driver	17.23	
31043	Driver Courier	14.09	***
31260	Parking and Lot Attendant	11.15	***
31290	Shuttle Bus Driver	14.96	***
31310	Taxi Driver	14.74	***
31361	Truckdriver, Light	15.19	***
31362	Truckdriver, Medium	16.30	
31363	Truckdriver, Heavy	20.44	
31364	Truckdriver, Tractor-Trailer	20.44	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	11.32	***
99050	Desk Clerk	11.34	***
99095	Embalmer	29.17	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	13.94	***
99252	Laboratory Animal Caretaker II	15.02	***
99260	Marketing Analyst	25.85	
99310	Mortician	29.87	
99410	Pest Controller	16.73	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	13.43	***
99711	Recycling Specialist	15.94	***
99730	Refuse Collector	12.20	***
99810	Sales Clerk	13.54	***
99820	School Crossing Guard	14.80	***
99830	Survey Party Chief	21.20	
99831	Surveying Aide	13.75	***
99832	Surveying Technician	18.77	
99840	Vending Machine Attendant	18.87	
99841	Vending Machine Repairer	23.25	
99842	Vending Machine Repairer Helper	18.87	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4319

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 22

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4319/22>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Bland, Carroll, Henry, Martinsville, Patrick, Wythe

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.95	***
01012	Accounting Clerk II	17.91	
01013	Accounting Clerk III	20.03	
01020	Administrative Assistant	23.64	
01035	Court Reporter	18.99	
01041	Customer Service Representative I	13.73	***
01042	Customer Service Representative II	14.98	***
01043	Customer Service Representative III	16.81	
01051	Data Entry Operator I	13.99	***
01052	Data Entry Operator II	15.26	***
01060	Dispatcher, Motor Vehicle	20.82	
01070	Document Preparation Clerk	14.98	***
01090	Duplicating Machine Operator	14.98	***
01111	General Clerk I	13.34	***

01112	General Clerk II	14.56	***
01113	General Clerk III	16.35	
01120	Housing Referral Assistant	20.41	
01141	Messenger Courier	12.68	***
01191	Order Clerk I	14.26	***
01192	Order Clerk II	15.55	***
01261	Personnel Assistant (Employment) I	17.10	
01262	Personnel Assistant (Employment) II	19.12	
01263	Personnel Assistant (Employment) III	21.32	
01270	Production Control Clerk	21.37	
01290	Rental Clerk	15.64	***
01300	Scheduler, Maintenance	16.37	
01311	Secretary I	16.37	
01312	Secretary II	18.30	
01313	Secretary III	20.41	
01320	Service Order Dispatcher	18.62	
01410	Supply Technician	23.64	
01420	Survey Worker	14.30	***
01460	Switchboard Operator/Receptionist	12.58	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	14.58	***
01612	Word Processor II	16.37	
01613	Word Processor III	18.30	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.14	
05010	Automotive Electrician	17.04	
05040	Automotive Glass Installer	16.05	***
05070	Automotive Worker	16.05	***
05110	Mobile Equipment Servicer	14.32	***
05130	Motor Equipment Metal Mechanic	17.88	
05160	Motor Equipment Metal Worker	16.05	***
05190	Motor Vehicle Mechanic	17.88	
05220	Motor Vehicle Mechanic Helper	13.42	***
05250	Motor Vehicle Upholstery Worker	15.06	***
05280	Motor Vehicle Wrecker	16.05	***
05310	Painter, Automotive	17.04	
05340	Radiator Repair Specialist	16.05	***
05370	Tire Repairer	14.17	***
05400	Transmission Repair Specialist	17.88	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.28	***
07041	Cook I	12.86	***
07042	Cook II	14.71	***
07070	Dishwasher	11.69	***
07130	Food Service Worker	11.13	***
07210	Meat Cutter	18.11	
07260	Waiter/Waitress	12.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.48	
09040	Furniture Handler	10.49	***
09080	Furniture Refinisher	16.50	

09090	Furniture Refinisher Helper	12.20	***
09110	Furniture Repairer, Minor	14.55	***
09130	Upholsterer	16.50	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.22	***
11060	Elevator Operator	13.02	***
11090	Gardener	17.44	
11122	Housekeeping Aide	12.44	***
11150	Janitor	12.44	***
11210	Laborer, Grounds Maintenance	13.63	***
11240	Maid or Houseman	11.18	***
11260	Pruner	12.38	***
11270	Tractor Operator	16.18	***
11330	Trail Maintenance Worker	13.63	***
11360	Window Cleaner	13.70	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.93	***
12011	Breath Alcohol Technician	20.70	
12012	Certified Occupational Therapist Assistant	33.35	
12015	Certified Physical Therapist Assistant	30.52	
12020	Dental Assistant	17.75	
12025	Dental Hygienist	37.25	
12030	EKG Technician	31.37	
12035	Electroneurodiagnostic Technologist	31.37	
12040	Emergency Medical Technician	15.93	***
12071	Licensed Practical Nurse I	18.51	
12072	Licensed Practical Nurse II	20.70	
12073	Licensed Practical Nurse III	23.08	
12100	Medical Assistant	15.23	***
12130	Medical Laboratory Technician	27.36	
12160	Medical Record Clerk	16.97	
12190	Medical Record Technician	18.98	
12195	Medical Transcriptionist	18.51	
12210	Nuclear Medicine Technologist	45.51	
12221	Nursing Assistant I	12.21	***
12222	Nursing Assistant II	13.73	***
12223	Nursing Assistant III	14.98	***
12224	Nursing Assistant IV	16.81	
12235	Optical Dispenser	21.97	
12236	Optical Technician	16.62	
12250	Pharmacy Technician	15.25	***
12280	Phlebotomist	16.02	***
12305	Radiologic Technologist	24.97	
12311	Registered Nurse I	25.34	
12312	Registered Nurse II	30.98	
12313	Registered Nurse II, Specialist	30.98	
12314	Registered Nurse III	37.48	
12315	Registered Nurse III, Anesthetist	37.48	
12316	Registered Nurse IV	44.93	
12317	Scheduler (Drug and Alcohol Testing)	25.66	
12320	Substance Abuse Treatment Counselor	22.48	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.07	

13012	Exhibits Specialist II	21.87	
13013	Exhibits Specialist III	25.95	
13041	Illustrator I	17.57	
13042	Illustrator II	21.87	
13043	Illustrator III	26.63	
13047	Librarian	24.10	
13050	Library Aide/Clerk	13.77	***
13054	Library Information Technology Systems	21.77	
13058	Library Technician	16.99	
13061	Media Specialist I	15.70	***
13062	Media Specialist II	17.57	
13063	Media Specialist III	19.59	
13071	Photographer I	15.26	***
13072	Photographer II	17.07	
13073	Photographer III	21.77	
13074	Photographer IV	26.63	
13075	Photographer V	32.22	
13090	Technical Order Library Clerk	17.30	
13110	Video Teleconference Technician	15.79	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.81	
14042	Computer Operator II	19.91	
14043	Computer Operator III	22.51	
14044	Computer Operator IV	25.04	
14045	Computer Operator V	27.70	
14071	Computer Programmer I (see 1)	20.42	
14072	Computer Programmer II (see 1)	24.79	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	17.81	
14160	Personal Computer Support Technician	25.04	
14170	System Support Specialist	28.49	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.82	
15020	Aircrew Training Devices Instructor (Rated)	38.50	
15030	Air Crew Training Devices Instructor (Pilot)	46.15	
15050	Computer Based Training Specialist / Instructor	31.82	
15060	Educational Technologist	28.18	
15070	Flight Instructor (Pilot)	46.15	
15080	Graphic Artist	23.98	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.15	
15086	Maintenance Test Pilot, Rotary Wing	46.15	
15088	Non-Maintenance Test/Co-Pilot	46.15	
15090	Technical Instructor	19.60	
15095	Technical Instructor/Course Developer	23.98	
15110	Test Proctor	15.83	***
15120	Tutor	15.83	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.86	***
16030	Counter Attendant	12.86	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.86	***
16090	Presser, Hand	12.86	***
16110	Presser, Machine, Drycleaning	12.86	***
16130	Presser, Machine, Shirts	12.86	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.86	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	21.59	
19040	Tool And Die Maker	25.87	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.08	
21030	Material Coordinator	21.37	
21040	Material Expediter	21.37	
21050	Material Handling Laborer	15.61	***
21071	Order Filler	14.08	***
21080	Production Line Worker (Food Processing)	17.08	
21110	Shipping Packer	16.40	
21130	Shipping/Receiving Clerk	16.40	
21140	Store Worker I	13.74	***
21150	Stock Clerk	18.25	
21210	Tools And Parts Attendant	17.08	
21410	Warehouse Specialist	17.08	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	25.92	
23019	Aircraft Logs and Records Technician	20.79	
23021	Aircraft Mechanic I	24.68	
23022	Aircraft Mechanic II	25.92	
23023	Aircraft Mechanic III	27.10	
23040	Aircraft Mechanic Helper	17.97	
23050	Aircraft, Painter	23.51	
23060	Aircraft Servicer	20.79	
23070	Aircraft Survival Flight Equipment Technician	23.51	
23080	Aircraft Worker	22.14	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	22.14	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	24.68	
23110	Appliance Mechanic	21.59	
23120	Bicycle Repairer	19.37	
23125	Cable Splicer	31.24	
23130	Carpenter, Maintenance	19.13	
23140	Carpet Layer	22.14	
23160	Electrician, Maintenance	27.96	
23181	Electronics Technician Maintenance I	24.62	
23182	Electronics Technician Maintenance II	26.14	
23183	Electronics Technician Maintenance III	27.44	
23260	Fabric Worker	20.79	
23290	Fire Alarm System Mechanic	24.68	
23310	Fire Extinguisher Repairer	19.37	
23311	Fuel Distribution System Mechanic	24.91	
23312	Fuel Distribution System Operator	19.60	
23370	General Maintenance Worker	18.07	

23380	Ground Support Equipment Mechanic	24.68	
23381	Ground Support Equipment Servicer	20.79	
23382	Ground Support Equipment Worker	22.14	
23391	Gunsmith I	19.37	
23392	Gunsmith II	22.14	
23393	Gunsmith III	24.68	
23410	Heating, Ventilation And Air-Conditioning	19.86	
23411	Heating, Ventilation And Air Contidioning	20.68	
23430	Heavy Equipment Mechanic	28.30	
23440	Heavy Equipment Operator	21.44	
23460	Instrument Mechanic	24.68	
23465	Laboratory/Shelter Mechanic	23.51	
23470	Laborer	15.61	***
23510	Locksmith	23.51	
23530	Machinery Maintenance Mechanic	23.11	
23550	Machinist, Maintenance	20.93	
23580	Maintenance Trades Helper	14.88	***
23591	Metrology Technician I	24.68	
23592	Metrology Technician II	25.92	
23593	Metrology Technician III	27.10	
23640	Millwright	24.68	
23710	Office Appliance Repairer	18.10	
23760	Painter, Maintenance	19.41	
23790	Pipefitter, Maintenance	22.28	
23810	Plumber, Maintenance	21.23	
23820	Pneudraulic Systems Mechanic	24.68	
23850	Rigger	24.68	
23870	Scale Mechanic	22.14	
23890	Sheet-Metal Worker, Maintenance	18.72	
23910	Small Engine Mechanic	22.14	
23931	Telecommunications Mechanic I	29.17	
23932	Telecommunications Mechanic II	30.63	
23950	Telephone Lineman	27.99	
23960	Welder, Combination, Maintenance	20.33	
23965	Well Driller	24.68	
23970	Woodcraft Worker	24.68	
23980	Woodworker	19.37	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.83	***
24570	Child Care Attendant	11.30	***
24580	Child Care Center Clerk	14.09	***
24610	Chore Aide	11.74	***
24620	Family Readiness And Support Services	14.83	***
24630	Homemaker	14.83	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.66	
25040	Sewage Plant Operator	19.67	
25070	Stationary Engineer	25.66	
25190	Ventilation Equipment Tender	18.63	
25210	Water Treatment Plant Operator	19.34	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.99	***
27007	Baggage Inspector	13.94	***

27008	Corrections Officer	19.14	
27010	Court Security Officer	18.63	
27030	Detection Dog Handler	15.59	***
27040	Detention Officer	19.14	
27070	Firefighter	18.95	
27101	Guard I	13.94	***
27102	Guard II	15.59	***
27131	Police Officer I	21.83	
27132	Police Officer II	24.27	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.16	***
28042	Carnival Equipment Repairer	14.07	***
28043	Carnival Worker	10.12	***
28210	Gate Attendant/Gate Tender	15.62	***
28310	Lifeguard	11.01	***
28350	Park Attendant (Aide)	17.48	
28510	Recreation Aide/Health Facility Attendant	12.76	***
28515	Recreation Specialist	21.65	
28630	Sports Official	13.92	***
28690	Swimming Pool Operator	17.40	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.14	
29020	Hatch Tender	22.14	
29030	Line Handler	22.14	
29041	Stevedore I	20.79	
29042	Stevedore II	23.51	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	17.18	
30022	Archeological Technician II	19.22	
30023	Archeological Technician III	23.82	
30030	Cartographic Technician	23.82	
30040	Civil Engineering Technician	23.82	
30051	Cryogenic Technician I	25.22	
30052	Cryogenic Technician II	27.89	
30061	Drafter/CAD Operator I	16.36	
30062	Drafter/CAD Operator II	18.30	
30063	Drafter/CAD Operator III	20.39	
30064	Drafter/CAD Operator IV	25.22	
30081	Engineering Technician I	16.02	***
30082	Engineering Technician II	18.00	
30083	Engineering Technician III	20.13	
30084	Engineering Technician IV	24.93	
30085	Engineering Technician V	30.49	
30086	Engineering Technician VI	36.89	
30090	Environmental Technician	22.66	
30095	Evidence Control Specialist	22.66	
30210	Laboratory Technician	21.43	
30221	Latent Fingerprint Technician I	25.22	
30222	Latent Fingerprint Technician II	27.89	
30240	Mathematical Technician	22.77	

30361	Paralegal/Legal Assistant I	17.68	
30362	Paralegal/Legal Assistant II	21.91	
30363	Paralegal/Legal Assistant III	26.80	
30364	Paralegal/Legal Assistant IV	32.42	
30375	Petroleum Supply Specialist	27.72	
30390	Photo-Optics Technician	22.72	
30395	Radiation Control Technician	27.72	
30461	Technical Writer I	22.66	
30462	Technical Writer II	27.72	
30463	Technical Writer III	33.54	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	25.22	
30502	Weather Forecaster II	30.69	
30620	Weather Observer, Combined Upper Air Or (see 2)	20.39	
30621	Weather Observer, Senior (see 2)	22.66	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	12.55	***
31030	Bus Driver	17.23	
31043	Driver Courier	14.09	***
31260	Parking and Lot Attendant	11.15	***
31290	Shuttle Bus Driver	14.43	***
31310	Taxi Driver	15.13	***
31361	Truckdriver, Light	15.19	***
31362	Truckdriver, Medium	16.30	
31363	Truckdriver, Heavy	20.44	
31364	Truckdriver, Tractor-Trailer	20.44	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	11.32	***
99050	Desk Clerk	11.34	***
99095	Embalmer	29.87	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	13.94	***
99252	Laboratory Animal Caretaker II	15.02	***
99260	Marketing Analyst	25.85	
99310	Mortician	29.87	
99410	Pest Controller	18.72	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	14.73	***
99711	Recycling Specialist	15.94	***
99730	Refuse Collector	12.24	***
99810	Sales Clerk	13.54	***
99820	School Crossing Guard	14.80	***
99830	Survey Party Chief	22.15	
99831	Surveying Aide	13.41	***
99832	Surveying Technician	18.37	
99840	Vending Machine Attendant	18.87	
99841	Vending Machine Repairer	23.25	
99842	Vending Machine Repairer Helper	18.87	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4321

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4321/25>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of Southampton

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.90	***
01012	Accounting Clerk II	17.86	
01013	Accounting Clerk III	19.97	
01020	Administrative Assistant	26.62	
01035	Court Reporter	19.02	
01041	Customer Service Representative I	13.92	***
01042	Customer Service Representative II	15.19	***
01043	Customer Service Representative III	17.04	
01051	Data Entry Operator I	14.00	***
01052	Data Entry Operator II	15.27	***
01060	Dispatcher, Motor Vehicle	19.85	
01070	Document Preparation Clerk	15.14	***
01090	Duplicating Machine Operator	15.14	***
01111	General Clerk I	14.01	***

01112	General Clerk II	15.29	***
01113	General Clerk III	17.18	
01120	Housing Referral Assistant	21.21	
01141	Messenger Courier	13.44	***
01191	Order Clerk I	14.25	***
01192	Order Clerk II	17.61	
01261	Personnel Assistant (Employment) I	16.87	
01262	Personnel Assistant (Employment) II	18.87	
01263	Personnel Assistant (Employment) III	21.04	
01270	Production Control Clerk	23.57	
01290	Rental Clerk	15.57	***
01300	Scheduler, Maintenance	17.01	
01311	Secretary I	17.01	
01312	Secretary II	19.02	
01313	Secretary III	21.21	
01320	Service Order Dispatcher	18.60	
01410	Supply Technician	26.62	
01420	Survey Worker	16.00	***
01460	Switchboard Operator/Receptionist	14.04	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	15.14	***
01612	Word Processor II	17.01	
01613	Word Processor III	19.02	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.47	
05010	Automotive Electrician	21.03	
05040	Automotive Glass Installer	20.09	
05070	Automotive Worker	20.09	
05110	Mobile Equipment Servicer	18.15	
05130	Motor Equipment Metal Mechanic	22.02	
05160	Motor Equipment Metal Worker	20.09	
05190	Motor Vehicle Mechanic	22.02	
05220	Motor Vehicle Mechanic Helper	17.13	
05250	Motor Vehicle Upholstery Worker	19.10	
05280	Motor Vehicle Wrecker	20.09	
05310	Painter, Automotive	21.03	
05340	Radiator Repair Specialist	19.10	
05370	Tire Repairer	16.18	***
05400	Transmission Repair Specialist	22.02	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.09	***
07041	Cook I	14.17	***
07042	Cook II	16.01	***
07070	Dishwasher	11.32	***
07130	Food Service Worker	11.16	***
07210	Meat Cutter	15.33	***
07260	Waiter/Waitress	11.22	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.11	
09040	Furniture Handler	15.38	***
09080	Furniture Refinisher	20.81	

09090	Furniture Refinisher Helper	16.28	
09110	Furniture Repairer, Minor	18.50	
09130	Upholsterer	20.81	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.09	***
11060	Elevator Operator	15.09	***
11090	Gardener	18.18	
11122	Housekeeping Aide	13.09	***
11150	Janitor	13.09	***
11210	Laborer, Grounds Maintenance	14.45	***
11240	Maid or Houseman	11.32	***
11260	Pruner	13.04	***
11270	Tractor Operator	16.95	
11330	Trail Maintenance Worker	14.45	***
11360	Window Cleaner	13.90	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.61	
12011	Breath Alcohol Technician	21.57	
12012	Certified Occupational Therapist Assistant	33.60	
12015	Certified Physical Therapist Assistant	31.32	
12020	Dental Assistant	18.12	
12025	Dental Hygienist	37.46	
12030	EKG Technician	32.69	
12035	Electroneurodiagnostic Technologist	32.69	
12040	Emergency Medical Technician	17.61	
12071	Licensed Practical Nurse I	19.29	
12072	Licensed Practical Nurse II	21.57	
12073	Licensed Practical Nurse III	24.05	
12100	Medical Assistant	16.91	
12130	Medical Laboratory Technician	26.98	
12160	Medical Record Clerk	18.77	
12190	Medical Record Technician	21.14	
12195	Medical Transcriptionist	19.29	
12210	Nuclear Medicine Technologist	47.42	
12221	Nursing Assistant I	12.71	***
12222	Nursing Assistant II	14.29	***
12223	Nursing Assistant III	15.59	***
12224	Nursing Assistant IV	17.51	
12235	Optical Dispenser	23.10	
12236	Optical Technician	19.29	
12250	Pharmacy Technician	17.57	
12280	Phlebotomist	16.07	***
12305	Radiologic Technologist	29.23	
12311	Registered Nurse I	25.88	
12312	Registered Nurse II	31.66	
12313	Registered Nurse II, Specialist	31.66	
12314	Registered Nurse III	38.31	
12315	Registered Nurse III, Anesthetist	38.31	
12316	Registered Nurse IV	45.91	
12317	Scheduler (Drug and Alcohol Testing)	26.74	
12320	Substance Abuse Treatment Counselor	23.73	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.46	

13012	Exhibits Specialist II	25.36	
13013	Exhibits Specialist III	30.54	
13041	Illustrator I	20.15	
13042	Illustrator II	24.97	
13043	Illustrator III	30.54	
13047	Librarian	32.67	
13050	Library Aide/Clerk	11.65	***
13054	Library Information Technology Systems	24.97	
13058	Library Technician	19.00	
13061	Media Specialist I	18.02	
13062	Media Specialist II	20.15	
13063	Media Specialist III	22.46	
13071	Photographer I	18.02	
13072	Photographer II	20.15	
13073	Photographer III	24.97	
13074	Photographer IV	30.54	
13075	Photographer V	36.94	
13090	Technical Order Library Clerk	14.63	***
13110	Video Teleconference Technician	18.02	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.83	
14042	Computer Operator II	21.05	
14043	Computer Operator III	23.49	
14044	Computer Operator IV	26.10	
14045	Computer Operator V	28.90	
14071	Computer Programmer I (see 1)	22.72	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.83	
14160	Personal Computer Support Technician	26.10	
14170	System Support Specialist	29.87	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.24	
15020	Aircrew Training Devices Instructor (Rated)	40.21	
15030	Air Crew Training Devices Instructor (Pilot)	48.04	
15050	Computer Based Training Specialist / Instructor	33.24	
15060	Educational Technologist	32.93	
15070	Flight Instructor (Pilot)	48.04	
15080	Graphic Artist	25.61	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.77	
15086	Maintenance Test Pilot, Rotary Wing	44.77	
15088	Non-Maintenance Test/Co-Pilot	44.77	
15090	Technical Instructor	24.77	
15095	Technical Instructor/Course Developer	30.29	
15110	Test Proctor	20.00	
15120	Tutor	20.00	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.84	***
16030	Counter Attendant	12.84	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.84	***
16090	Presser, Hand	12.84	***
16110	Presser, Machine, Drycleaning	12.84	***
16130	Presser, Machine, Shirts	12.84	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.84	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.28	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.88	
19040	Tool And Die Maker	29.81	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.87	
21030	Material Coordinator	23.57	
21040	Material Expediter	23.57	
21050	Material Handling Laborer	15.25	***
21071	Order Filler	13.89	***
21080	Production Line Worker (Food Processing)	18.87	
21110	Shipping Packer	16.67	
21130	Shipping/Receiving Clerk	16.67	
21140	Store Worker I	14.15	***
21150	Stock Clerk	18.87	
21210	Tools And Parts Attendant	18.87	
21410	Warehouse Specialist	18.87	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.37	
23019	Aircraft Logs and Records Technician	22.12	
23021	Aircraft Mechanic I	26.11	
23022	Aircraft Mechanic II	27.37	
23023	Aircraft Mechanic III	28.65	
23040	Aircraft Mechanic Helper	19.40	
23050	Aircraft, Painter	24.88	
23060	Aircraft Servicer	22.12	
23070	Aircraft Survival Flight Equipment Technician	24.88	
23080	Aircraft Worker	23.51	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	23.51	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	26.11	
23110	Appliance Mechanic	22.52	
23120	Bicycle Repairer	20.80	
23125	Cable Splicer	33.74	
23130	Carpenter, Maintenance	20.47	
23140	Carpet Layer	23.51	
23160	Electrician, Maintenance	26.40	
23181	Electronics Technician Maintenance I	26.03	
23182	Electronics Technician Maintenance II	27.55	
23183	Electronics Technician Maintenance III	28.91	
23260	Fabric Worker	22.12	
23290	Fire Alarm System Mechanic	26.11	
23310	Fire Extinguisher Repairer	20.80	
23311	Fuel Distribution System Mechanic	29.36	
23312	Fuel Distribution System Operator	23.38	
23370	General Maintenance Worker	18.97	

23380	Ground Support Equipment Mechanic	26.11	
23381	Ground Support Equipment Servicer	22.12	
23382	Ground Support Equipment Worker	23.51	
23391	Gunsmith I	20.80	
23392	Gunsmith II	23.51	
23393	Gunsmith III	26.11	
23410	Heating, Ventilation And Air-Conditioning	24.50	
23411	Heating, Ventilation And Air Contidioning	25.68	
23430	Heavy Equipment Mechanic	26.42	
23440	Heavy Equipment Operator	21.60	
23460	Instrument Mechanic	26.11	
23465	Laboratory/Shelter Mechanic	24.88	
23470	Laborer	15.25	***
23510	Locksmith	24.88	
23530	Machinery Maintenance Mechanic	24.85	
23550	Machinist, Maintenance	25.41	
23580	Maintenance Trades Helper	16.93	
23591	Metrology Technician I	26.11	
23592	Metrology Technician II	27.37	
23593	Metrology Technician III	28.65	
23640	Millwright	26.11	
23710	Office Appliance Repairer	24.88	
23760	Painter, Maintenance	19.24	
23790	Pipefitter, Maintenance	23.67	
23810	Plumber, Maintenance	22.55	
23820	Pneudraulic Systems Mechanic	26.11	
23850	Rigger	26.11	
23870	Scale Mechanic	23.51	
23890	Sheet-Metal Worker, Maintenance	24.07	
23910	Small Engine Mechanic	21.83	
23931	Telecommunications Mechanic I	33.25	
23932	Telecommunications Mechanic II	34.85	
23950	Telephone Lineman	35.60	
23960	Welder, Combination, Maintenance	22.03	
23965	Well Driller	26.11	
23970	Woodcraft Worker	26.11	
23980	Woodworker	20.80	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.82	***
24570	Child Care Attendant	11.59	***
24580	Child Care Center Clerk	14.55	***
24610	Chore Aide	11.49	***
24620	Family Readiness And Support Services	15.82	***
24630	Homemaker	15.82	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.86	
25040	Sewage Plant Operator	20.42	
25070	Stationary Engineer	25.86	
25190	Ventilation Equipment Tender	19.12	
25210	Water Treatment Plant Operator	20.42	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.67	
27007	Baggage Inspector	17.04	

27008	Corrections Officer	18.86	
27010	Court Security Officer	20.29	
27030	Detection Dog Handler	19.06	
27040	Detention Officer	18.86	
27070	Firefighter	22.56	
27101	Guard I	17.04	
27102	Guard II	19.06	
27131	Police Officer I	22.61	
27132	Police Officer II	25.14	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.79	***
28042	Carnival Equipment Repairer	15.87	***
28043	Carnival Worker	11.38	***
28210	Gate Attendant/Gate Tender	16.62	
28310	Lifeguard	12.22	***
28350	Park Attendant (Aide)	18.58	
28510	Recreation Aide/Health Facility Attendant	13.56	***
28515	Recreation Specialist	23.03	
28630	Sports Official	14.79	***
28690	Swimming Pool Operator	17.93	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.00	
29020	Hatch Tender	24.00	
29030	Line Handler	24.00	
29041	Stevedore I	22.58	
29042	Stevedore II	25.40	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.87	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.94	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.07	
30021	Archeological Technician I	20.29	
30022	Archeological Technician II	22.69	
30023	Archeological Technician III	27.65	
30030	Cartographic Technician	28.13	
30040	Civil Engineering Technician	27.66	
30051	Cryogenic Technician I	30.50	
30052	Cryogenic Technician II	33.68	
30061	Drafter/CAD Operator I	20.29	
30062	Drafter/CAD Operator II	22.69	
30063	Drafter/CAD Operator III	25.30	
30064	Drafter/CAD Operator IV	31.14	
30081	Engineering Technician I	17.82	
30082	Engineering Technician II	19.79	
30083	Engineering Technician III	22.59	
30084	Engineering Technician IV	27.42	
30085	Engineering Technician V	33.54	
30086	Engineering Technician VI	40.58	
30090	Environmental Technician	27.53	
30095	Evidence Control Specialist	27.53	
30210	Laboratory Technician	24.77	
30221	Latent Fingerprint Technician I	30.50	
30222	Latent Fingerprint Technician II	33.68	
30240	Mathematical Technician	28.13	

30361	Paralegal/Legal Assistant I	20.81	
30362	Paralegal/Legal Assistant II	25.78	
30363	Paralegal/Legal Assistant III	31.54	
30364	Paralegal/Legal Assistant IV	38.16	
30375	Petroleum Supply Specialist	33.68	
30390	Photo-Optics Technician	28.13	
30395	Radiation Control Technician	33.68	
30461	Technical Writer I	27.53	
30462	Technical Writer II	33.68	
30463	Technical Writer III	40.76	
30491	Unexploded Ordnance (UXO) Technician I	28.51	
30492	Unexploded Ordnance (UXO) Technician II	34.50	
30493	Unexploded Ordnance (UXO) Technician III	41.35	
30494	Unexploded (UXO) Safety Escort	28.51	
30495	Unexploded (UXO) Sweep Personnel	28.51	
30501	Weather Forecaster I	30.50	
30502	Weather Forecaster II	37.09	
30620	Weather Observer, Combined Upper Air Or (see 2)	25.30	
30621	Weather Observer, Senior (see 2)	28.03	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.50	
31020	Bus Aide	13.63	***
31030	Bus Driver	19.47	
31043	Driver Courier	15.14	***
31260	Parking and Lot Attendant	12.71	***
31290	Shuttle Bus Driver	14.22	***
31310	Taxi Driver	13.41	***
31361	Truckdriver, Light	16.23	
31362	Truckdriver, Medium	17.25	
31363	Truckdriver, Heavy	22.08	
31364	Truckdriver, Tractor-Trailer	22.08	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.82	
99030	Cashier	11.45	***
99050	Desk Clerk	11.08	***
99095	Embalmer	32.89	
99130	Flight Follower	28.51	
99251	Laboratory Animal Caretaker I	13.87	***
99252	Laboratory Animal Caretaker II	14.88	***
99260	Marketing Analyst	26.98	
99310	Mortician	32.89	
99410	Pest Controller	17.84	
99510	Photofinishing Worker	14.98	***
99710	Recycling Laborer	16.46	
99711	Recycling Specialist	18.90	
99730	Refuse Collector	15.17	***
99810	Sales Clerk	13.68	***
99820	School Crossing Guard	15.68	***
99830	Survey Party Chief	22.47	
99831	Surveying Aide	13.90	***
99832	Surveying Technician	20.24	
99840	Vending Machine Attendant	20.38	
99841	Vending Machine Repairer	24.71	
99842	Vending Machine Repairer Helper	20.38	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4323

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4323/25>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Brunswick, Charlotte, Cumberland, Greenville, Lunenburg, Mecklenburg, Nottoway, Prince Edward

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

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.90	***
01012	Accounting Clerk II	17.86	
01013	Accounting Clerk III	19.97	
01020	Administrative Assistant	26.62	
01035	Court Reporter	20.21	
01041	Customer Service Representative I	13.92	***
01042	Customer Service Representative II	15.19	***
01043	Customer Service Representative III	17.04	
01051	Data Entry Operator I	14.00	***
01052	Data Entry Operator II	15.27	***
01060	Dispatcher, Motor Vehicle	21.39	
01070	Document Preparation Clerk	15.14	***
01090	Duplicating Machine Operator	15.14	***
01111	General Clerk I	14.01	***

01112	General Clerk II	15.29	***
01113	General Clerk III	17.46	
01120	Housing Referral Assistant	21.21	
01141	Messenger Courier	14.11	***
01191	Order Clerk I	15.00	***
01192	Order Clerk II	16.38	
01261	Personnel Assistant (Employment) I	16.87	
01262	Personnel Assistant (Employment) II	18.87	
01263	Personnel Assistant (Employment) III	21.22	
01270	Production Control Clerk	22.16	
01290	Rental Clerk	16.61	
01300	Scheduler, Maintenance	17.01	
01311	Secretary I	17.01	
01312	Secretary II	19.02	
01313	Secretary III	21.21	
01320	Service Order Dispatcher	19.12	
01410	Supply Technician	26.62	
01420	Survey Worker	18.37	
01460	Switchboard Operator/Receptionist	15.28	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	15.14	***
01612	Word Processor II	17.01	
01613	Word Processor III	19.02	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.85	
05010	Automotive Electrician	20.97	
05040	Automotive Glass Installer	19.97	
05070	Automotive Worker	19.97	
05110	Mobile Equipment Servicer	17.96	
05130	Motor Equipment Metal Mechanic	21.96	
05160	Motor Equipment Metal Worker	19.97	
05190	Motor Vehicle Mechanic	22.89	
05220	Motor Vehicle Mechanic Helper	16.96	
05250	Motor Vehicle Upholstery Worker	18.96	
05280	Motor Vehicle Wrecker	19.97	
05310	Painter, Automotive	20.97	
05340	Radiator Repair Specialist	19.97	
05370	Tire Repairer	16.18	***
05400	Transmission Repair Specialist	21.96	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.09	***
07041	Cook I	14.17	***
07042	Cook II	16.01	***
07070	Dishwasher	11.32	***
07130	Food Service Worker	11.16	***
07210	Meat Cutter	15.54	***
07260	Waiter/Waitress	11.22	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.81	
09040	Furniture Handler	15.31	***
09080	Furniture Refinisher	21.81	

09090	Furniture Refinisher Helper	17.83	
09110	Furniture Repairer, Minor	19.66	
09130	Upholsterer	21.81	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.09	***
11060	Elevator Operator	15.09	***
11090	Gardener	18.18	
11122	Housekeeping Aide	12.90	***
11150	Janitor	12.90	***
11210	Laborer, Grounds Maintenance	14.45	***
11240	Maid or Houseman	11.34	***
11260	Pruner	13.04	***
11270	Tractor Operator	16.95	
11330	Trail Maintenance Worker	14.45	***
11360	Window Cleaner	13.87	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.61	
12011	Breath Alcohol Technician	21.57	
12012	Certified Occupational Therapist Assistant	33.60	
12015	Certified Physical Therapist Assistant	31.32	
12020	Dental Assistant	18.12	
12025	Dental Hygienist	40.72	
12030	EKG Technician	32.69	
12035	Electroneurodiagnostic Technologist	32.69	
12040	Emergency Medical Technician	17.61	
12071	Licensed Practical Nurse I	19.29	
12072	Licensed Practical Nurse II	21.57	
12073	Licensed Practical Nurse III	24.05	
12100	Medical Assistant	16.91	
12130	Medical Laboratory Technician	26.98	
12160	Medical Record Clerk	18.77	
12190	Medical Record Technician	21.14	
12195	Medical Transcriptionist	19.29	
12210	Nuclear Medicine Technologist	47.42	
12221	Nursing Assistant I	12.71	***
12222	Nursing Assistant II	14.29	***
12223	Nursing Assistant III	15.59	***
12224	Nursing Assistant IV	17.51	
12235	Optical Dispenser	23.10	
12236	Optical Technician	19.29	
12250	Pharmacy Technician	17.57	
12280	Phlebotomist	16.07	***
12305	Radiologic Technologist	29.23	
12311	Registered Nurse I	25.88	
12312	Registered Nurse II	31.66	
12313	Registered Nurse II, Specialist	31.66	
12314	Registered Nurse III	38.31	
12315	Registered Nurse III, Anesthetist	38.31	
12316	Registered Nurse IV	45.91	
12317	Scheduler (Drug and Alcohol Testing)	26.74	
12320	Substance Abuse Treatment Counselor	23.73	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.15	

13012	Exhibits Specialist II	24.97	
13013	Exhibits Specialist III	30.54	
13041	Illustrator I	20.45	
13042	Illustrator II	25.32	
13043	Illustrator III	30.97	
13047	Librarian	27.65	
13050	Library Aide/Clerk	11.82	***
13054	Library Information Technology Systems	24.97	
13058	Library Technician	19.00	
13061	Media Specialist I	18.02	
13062	Media Specialist II	20.15	
13063	Media Specialist III	22.46	
13071	Photographer I	18.02	
13072	Photographer II	20.15	
13073	Photographer III	24.97	
13074	Photographer IV	30.54	
13075	Photographer V	36.94	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	18.02	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.89	
14042	Computer Operator II	21.13	
14043	Computer Operator III	23.55	
14044	Computer Operator IV	26.17	
14045	Computer Operator V	28.99	
14071	Computer Programmer I (see 1)	24.99	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.89	
14160	Personal Computer Support Technician	26.17	
14170	System Support Specialist	29.87	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.42	
15020	Aircrew Training Devices Instructor (Rated)	37.77	
15030	Air Crew Training Devices Instructor (Pilot)	45.27	
15050	Computer Based Training Specialist / Instructor	33.42	
15060	Educational Technologist	32.93	
15070	Flight Instructor (Pilot)	45.27	
15080	Graphic Artist	26.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.77	
15086	Maintenance Test Pilot, Rotary Wing	44.77	
15088	Non-Maintenance Test/Co-Pilot	44.77	
15090	Technical Instructor	24.98	
15095	Technical Instructor/Course Developer	30.55	
15110	Test Proctor	20.16	
15120	Tutor	20.15	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.84	***
16030	Counter Attendant	12.84	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.84	***
16090	Presser, Hand	12.84	***
16110	Presser, Machine, Drycleaning	12.84	***
16130	Presser, Machine, Shirts	12.84	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.84	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.28	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.88	
19040	Tool And Die Maker	29.81	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.87	
21030	Material Coordinator	22.16	
21040	Material Expediter	22.16	
21050	Material Handling Laborer	15.52	***
21071	Order Filler	14.63	***
21080	Production Line Worker (Food Processing)	18.87	
21110	Shipping Packer	16.70	
21130	Shipping/Receiving Clerk	16.70	
21140	Store Worker I	14.15	***
21150	Stock Clerk	18.87	
21210	Tools And Parts Attendant	18.87	
21410	Warehouse Specialist	18.87	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.37	
23019	Aircraft Logs and Records Technician	22.12	
23021	Aircraft Mechanic I	26.11	
23022	Aircraft Mechanic II	27.37	
23023	Aircraft Mechanic III	28.65	
23040	Aircraft Mechanic Helper	19.46	
23050	Aircraft, Painter	24.88	
23060	Aircraft Servicer	22.12	
23070	Aircraft Survival Flight Equipment Technician	24.88	
23080	Aircraft Worker	23.51	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	23.51	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	26.11	
23110	Appliance Mechanic	22.52	
23120	Bicycle Repairer	20.80	
23125	Cable Splicer	33.74	
23130	Carpenter, Maintenance	20.47	
23140	Carpet Layer	23.51	
23160	Electrician, Maintenance	26.77	
23181	Electronics Technician Maintenance I	26.03	
23182	Electronics Technician Maintenance II	27.55	
23183	Electronics Technician Maintenance III	28.91	
23260	Fabric Worker	22.12	
23290	Fire Alarm System Mechanic	26.11	
23310	Fire Extinguisher Repairer	20.80	
23311	Fuel Distribution System Mechanic	29.36	
23312	Fuel Distribution System Operator	23.38	
23370	General Maintenance Worker	18.97	

23380	Ground Support Equipment Mechanic	26.11	
23381	Ground Support Equipment Servicer	22.12	
23382	Ground Support Equipment Worker	23.51	
23391	Gunsmith I	20.80	
23392	Gunsmith II	23.51	
23393	Gunsmith III	26.11	
23410	Heating, Ventilation And Air-Conditioning	24.50	
23411	Heating, Ventilation And Air Contidioning	25.68	
23430	Heavy Equipment Mechanic	26.42	
23440	Heavy Equipment Operator	21.60	
23460	Instrument Mechanic	26.11	
23465	Laboratory/Shelter Mechanic	24.88	
23470	Laborer	15.25	***
23510	Locksmith	24.88	
23530	Machinery Maintenance Mechanic	27.28	
23550	Machinist, Maintenance	25.41	
23580	Maintenance Trades Helper	16.98	
23591	Metrology Technician I	26.11	
23592	Metrology Technician II	27.37	
23593	Metrology Technician III	28.65	
23640	Millwright	26.11	
23710	Office Appliance Repairer	24.88	
23760	Painter, Maintenance	19.52	
23790	Pipefitter, Maintenance	24.01	
23810	Plumber, Maintenance	22.55	
23820	Pneudraulic Systems Mechanic	26.11	
23850	Rigger	26.11	
23870	Scale Mechanic	23.51	
23890	Sheet-Metal Worker, Maintenance	24.07	
23910	Small Engine Mechanic	21.83	
23931	Telecommunications Mechanic I	33.25	
23932	Telecommunications Mechanic II	34.85	
23950	Telephone Lineman	35.60	
23960	Welder, Combination, Maintenance	22.03	
23965	Well Driller	26.11	
23970	Woodcraft Worker	26.11	
23980	Woodworker	20.80	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.82	***
24570	Child Care Attendant	11.67	***
24580	Child Care Center Clerk	14.55	***
24610	Chore Aide	11.49	***
24620	Family Readiness And Support Services	15.82	***
24630	Homemaker	15.82	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.86	
25040	Sewage Plant Operator	20.42	
25070	Stationary Engineer	25.86	
25190	Ventilation Equipment Tender	18.94	
25210	Water Treatment Plant Operator	20.42	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.67	
27007	Baggage Inspector	17.04	

27008	Corrections Officer	18.86	
27010	Court Security Officer	21.30	
27030	Detection Dog Handler	19.06	
27040	Detention Officer	18.86	
27070	Firefighter	22.67	
27101	Guard I	17.04	
27102	Guard II	19.06	
27131	Police Officer I	23.07	
27132	Police Officer II	25.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.79	***
28042	Carnival Equipment Repairer	15.87	***
28043	Carnival Worker	11.38	***
28210	Gate Attendant/Gate Tender	16.62	
28310	Lifeguard	11.95	***
28350	Park Attendant (Aide)	18.58	
28510	Recreation Aide/Health Facility Attendant	13.56	***
28515	Recreation Specialist	23.03	
28630	Sports Official	14.79	***
28690	Swimming Pool Operator	17.93	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.00	
29020	Hatch Tender	24.00	
29030	Line Handler	24.00	
29041	Stevedore I	22.58	
29042	Stevedore II	25.40	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.87	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.94	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.07	
30021	Archeological Technician I	19.87	
30022	Archeological Technician II	22.23	
30023	Archeological Technician III	27.53	
30030	Cartographic Technician	27.53	
30040	Civil Engineering Technician	27.53	
30051	Cryogenic Technician I	30.50	
30052	Cryogenic Technician II	33.68	
30061	Drafter/CAD Operator I	19.87	
30062	Drafter/CAD Operator II	22.23	
30063	Drafter/CAD Operator III	24.77	
30064	Drafter/CAD Operator IV	30.50	
30081	Engineering Technician I	16.82	
30082	Engineering Technician II	18.88	
30083	Engineering Technician III	21.11	
30084	Engineering Technician IV	26.16	
30085	Engineering Technician V	32.00	
30086	Engineering Technician VI	38.72	
30090	Environmental Technician	27.53	
30095	Evidence Control Specialist	27.53	
30210	Laboratory Technician	25.30	
30221	Latent Fingerprint Technician I	30.50	
30222	Latent Fingerprint Technician II	33.68	
30240	Mathematical Technician	27.53	

30361	Paralegal/Legal Assistant I	20.81	
30362	Paralegal/Legal Assistant II	25.78	
30363	Paralegal/Legal Assistant III	31.54	
30364	Paralegal/Legal Assistant IV	38.16	
30375	Petroleum Supply Specialist	33.68	
30390	Photo-Optics Technician	27.53	
30395	Radiation Control Technician	33.68	
30461	Technical Writer I	27.75	
30462	Technical Writer II	33.94	
30463	Technical Writer III	40.76	
30491	Unexploded Ordnance (UXO) Technician I	28.51	
30492	Unexploded Ordnance (UXO) Technician II	34.50	
30493	Unexploded Ordnance (UXO) Technician III	41.35	
30494	Unexploded (UXO) Safety Escort	28.51	
30495	Unexploded (UXO) Sweep Personnel	28.51	
30501	Weather Forecaster I	30.50	
30502	Weather Forecaster II	37.09	
30620	Weather Observer, Combined Upper Air Or (see 2)	24.77	
30621	Weather Observer, Senior (see 2)	27.53	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.50	
31020	Bus Aide	12.84	***
31030	Bus Driver	19.47	
31043	Driver Courier	15.14	***
31260	Parking and Lot Attendant	12.71	***
31290	Shuttle Bus Driver	14.22	***
31310	Taxi Driver	13.13	***
31361	Truckdriver, Light	16.23	
31362	Truckdriver, Medium	18.52	
31363	Truckdriver, Heavy	22.08	
31364	Truckdriver, Tractor-Trailer	22.08	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.82	
99030	Cashier	11.45	***
99050	Desk Clerk	11.37	***
99095	Embalmer	32.89	
99130	Flight Follower	28.51	
99251	Laboratory Animal Caretaker I	13.87	***
99252	Laboratory Animal Caretaker II	14.88	***
99260	Marketing Analyst	26.98	
99310	Mortician	32.89	
99410	Pest Controller	19.42	
99510	Photofinishing Worker	14.98	***
99710	Recycling Laborer	16.12	***
99711	Recycling Specialist	18.90	
99730	Refuse Collector	14.56	***
99810	Sales Clerk	13.68	***
99820	School Crossing Guard	15.68	***
99830	Survey Party Chief	23.66	
99831	Surveying Aide	15.49	***
99832	Surveying Technician	21.21	
99840	Vending Machine Attendant	20.38	
99841	Vending Machine Repairer	24.71	
99842	Vending Machine Repairer Helper	20.38	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4325

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4325/26>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Danville, Halifax, Pittsylvania

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.90	***
01012	Accounting Clerk II	17.86	
01013	Accounting Clerk III	19.97	
01020	Administrative Assistant	26.62	
01035	Court Reporter	19.02	
01041	Customer Service Representative I	13.92	***
01042	Customer Service Representative II	15.19	***
01043	Customer Service Representative III	17.04	
01051	Data Entry Operator I	14.00	***
01052	Data Entry Operator II	15.27	***
01060	Dispatcher, Motor Vehicle	19.85	
01070	Document Preparation Clerk	15.14	***
01090	Duplicating Machine Operator	15.14	***
01111	General Clerk I	14.01	***

01112	General Clerk II	15.29	***
01113	General Clerk III	17.18	
01120	Housing Referral Assistant	21.21	
01141	Messenger Courier	12.35	***
01191	Order Clerk I	14.14	***
01192	Order Clerk II	15.41	***
01261	Personnel Assistant (Employment) I	16.87	
01262	Personnel Assistant (Employment) II	18.87	
01263	Personnel Assistant (Employment) III	21.04	
01270	Production Control Clerk	22.16	
01290	Rental Clerk	15.09	***
01300	Scheduler, Maintenance	17.01	
01311	Secretary I	17.01	
01312	Secretary II	19.02	
01313	Secretary III	21.21	
01320	Service Order Dispatcher	18.04	
01410	Supply Technician	26.62	
01420	Survey Worker	16.00	***
01460	Switchboard Operator/Receptionist	14.04	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	15.14	***
01612	Word Processor II	17.01	
01613	Word Processor III	19.02	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.83	
05010	Automotive Electrician	18.52	
05040	Automotive Glass Installer	17.50	
05070	Automotive Worker	17.50	
05110	Mobile Equipment Servicer	15.49	***
05130	Motor Equipment Metal Mechanic	19.44	
05160	Motor Equipment Metal Worker	17.50	
05190	Motor Vehicle Mechanic	19.44	
05220	Motor Vehicle Mechanic Helper	14.46	***
05250	Motor Vehicle Upholstery Worker	16.47	
05280	Motor Vehicle Wrecker	17.50	
05310	Painter, Automotive	18.52	
05340	Radiator Repair Specialist	17.50	
05370	Tire Repairer	15.36	***
05400	Transmission Repair Specialist	19.44	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.09	***
07041	Cook I	14.17	***
07042	Cook II	16.01	***
07070	Dishwasher	11.32	***
07130	Food Service Worker	11.16	***
07210	Meat Cutter	14.54	***
07260	Waiter/Waitress	11.22	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.85	
09040	Furniture Handler	13.22	***
09080	Furniture Refinisher	19.97	

09090	Furniture Refinisher Helper	15.49	***
09110	Furniture Repairer, Minor	17.65	
09130	Upholsterer	19.97	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.09	***
11060	Elevator Operator	15.09	***
11090	Gardener	18.18	
11122	Housekeeping Aide	12.39	***
11150	Janitor	12.39	***
11210	Laborer, Grounds Maintenance	14.45	***
11240	Maid or Houseman	11.32	***
11260	Pruner	13.04	***
11270	Tractor Operator	16.95	
11330	Trail Maintenance Worker	14.45	***
11360	Window Cleaner	13.71	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.55	
12011	Breath Alcohol Technician	21.57	
12012	Certified Occupational Therapist Assistant	35.09	
12015	Certified Physical Therapist Assistant	31.32	
12020	Dental Assistant	18.12	
12025	Dental Hygienist	37.46	
12030	EKG Technician	32.69	
12035	Electroneurodiagnostic Technologist	32.69	
12040	Emergency Medical Technician	17.55	
12071	Licensed Practical Nurse I	19.29	
12072	Licensed Practical Nurse II	21.57	
12073	Licensed Practical Nurse III	24.05	
12100	Medical Assistant	16.91	
12130	Medical Laboratory Technician	26.98	
12160	Medical Record Clerk	18.72	
12190	Medical Record Technician	21.14	
12195	Medical Transcriptionist	19.29	
12210	Nuclear Medicine Technologist	47.42	
12221	Nursing Assistant I	12.71	***
12222	Nursing Assistant II	14.29	***
12223	Nursing Assistant III	15.59	***
12224	Nursing Assistant IV	17.51	
12235	Optical Dispenser	23.10	
12236	Optical Technician	19.29	
12250	Pharmacy Technician	17.57	
12280	Phlebotomist	16.19	***
12305	Radiologic Technologist	29.23	
12311	Registered Nurse I	25.88	
12312	Registered Nurse II	31.66	
12313	Registered Nurse II, Specialist	31.66	
12314	Registered Nurse III	38.31	
12315	Registered Nurse III, Anesthetist	38.31	
12316	Registered Nurse IV	45.91	
12317	Scheduler (Drug and Alcohol Testing)	26.74	
12320	Substance Abuse Treatment Counselor	23.73	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.15	

13012	Exhibits Specialist II	24.97	
13013	Exhibits Specialist III	30.54	
13041	Illustrator I	20.15	
13042	Illustrator II	24.97	
13043	Illustrator III	30.54	
13047	Librarian	27.65	
13050	Library Aide/Clerk	11.65	***
13054	Library Information Technology Systems	24.97	
13058	Library Technician	19.00	
13061	Media Specialist I	18.02	
13062	Media Specialist II	20.15	
13063	Media Specialist III	22.46	
13071	Photographer I	18.02	
13072	Photographer II	20.15	
13073	Photographer III	24.97	
13074	Photographer IV	30.54	
13075	Photographer V	36.94	
13090	Technical Order Library Clerk	15.18	***
13110	Video Teleconference Technician	18.02	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.54	
14042	Computer Operator II	20.72	
14043	Computer Operator III	23.10	
14044	Computer Operator IV	25.67	
14045	Computer Operator V	28.44	
14071	Computer Programmer I (see 1)	22.72	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.54	
14160	Personal Computer Support Technician	25.67	
14170	System Support Specialist	29.87	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.87	
15020	Aircrew Training Devices Instructor (Rated)	37.36	
15030	Air Crew Training Devices Instructor (Pilot)	44.77	
15050	Computer Based Training Specialist / Instructor	30.87	
15060	Educational Technologist	31.76	
15070	Flight Instructor (Pilot)	44.77	
15080	Graphic Artist	22.47	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.77	
15086	Maintenance Test Pilot, Rotary Wing	44.77	
15088	Non-Maintenance Test/Co-Pilot	44.77	
15090	Technical Instructor	24.77	
15095	Technical Instructor/Course Developer	30.29	
15110	Test Proctor	20.00	
15120	Tutor	20.00	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.84	***
16030	Counter Attendant	12.84	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.84	***
16090	Presser, Hand	12.84	***
16110	Presser, Machine, Drycleaning	12.84	***
16130	Presser, Machine, Shirts	12.84	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.84	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.28	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.88	
19040	Tool And Die Maker	29.81	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.87	
21030	Material Coordinator	22.16	
21040	Material Expediter	22.16	
21050	Material Handling Laborer	15.25	***
21071	Order Filler	13.89	***
21080	Production Line Worker (Food Processing)	18.87	
21110	Shipping Packer	16.46	
21130	Shipping/Receiving Clerk	16.46	
21140	Store Worker I	14.15	***
21150	Stock Clerk	18.87	
21210	Tools And Parts Attendant	18.87	
21410	Warehouse Specialist	18.87	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.37	
23019	Aircraft Logs and Records Technician	22.12	
23021	Aircraft Mechanic I	26.11	
23022	Aircraft Mechanic II	27.37	
23023	Aircraft Mechanic III	28.65	
23040	Aircraft Mechanic Helper	19.40	
23050	Aircraft, Painter	24.88	
23060	Aircraft Servicer	22.12	
23070	Aircraft Survival Flight Equipment Technician	24.88	
23080	Aircraft Worker	23.51	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	23.51	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	26.11	
23110	Appliance Mechanic	22.52	
23120	Bicycle Repairer	20.80	
23125	Cable Splicer	33.74	
23130	Carpenter, Maintenance	20.47	
23140	Carpet Layer	23.51	
23160	Electrician, Maintenance	26.40	
23181	Electronics Technician Maintenance I	26.03	
23182	Electronics Technician Maintenance II	27.55	
23183	Electronics Technician Maintenance III	28.91	
23260	Fabric Worker	22.12	
23290	Fire Alarm System Mechanic	26.11	
23310	Fire Extinguisher Repairer	20.80	
23311	Fuel Distribution System Mechanic	29.36	
23312	Fuel Distribution System Operator	23.38	
23370	General Maintenance Worker	18.97	

23380	Ground Support Equipment Mechanic	26.11	
23381	Ground Support Equipment Servicer	22.12	
23382	Ground Support Equipment Worker	23.51	
23391	Gunsmith I	20.80	
23392	Gunsmith II	23.51	
23393	Gunsmith III	26.11	
23410	Heating, Ventilation And Air-Conditioning	23.02	
23411	Heating, Ventilation And Air Contidioning	24.13	
23430	Heavy Equipment Mechanic	26.22	
23440	Heavy Equipment Operator	21.60	
23460	Instrument Mechanic	26.11	
23465	Laboratory/Shelter Mechanic	24.88	
23470	Laborer	15.25	***
23510	Locksmith	24.88	
23530	Machinery Maintenance Mechanic	24.85	
23550	Machinist, Maintenance	25.41	
23580	Maintenance Trades Helper	15.10	***
23591	Metrology Technician I	26.11	
23592	Metrology Technician II	27.37	
23593	Metrology Technician III	28.65	
23640	Millwright	26.11	
23710	Office Appliance Repairer	24.88	
23760	Painter, Maintenance	17.37	
23790	Pipefitter, Maintenance	23.67	
23810	Plumber, Maintenance	22.55	
23820	Pneudraulic Systems Mechanic	26.11	
23850	Rigger	26.11	
23870	Scale Mechanic	23.51	
23890	Sheet-Metal Worker, Maintenance	22.32	
23910	Small Engine Mechanic	21.83	
23931	Telecommunications Mechanic I	33.25	
23932	Telecommunications Mechanic II	34.85	
23950	Telephone Lineman	35.60	
23960	Welder, Combination, Maintenance	22.03	
23965	Well Driller	26.11	
23970	Woodcraft Worker	26.11	
23980	Woodworker	20.80	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.82	***
24570	Child Care Attendant	11.67	***
24580	Child Care Center Clerk	14.20	***
24610	Chore Aide	11.49	***
24620	Family Readiness And Support Services	15.82	***
24630	Homemaker	15.82	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.86	
25040	Sewage Plant Operator	20.42	
25070	Stationary Engineer	25.86	
25190	Ventilation Equipment Tender	19.23	
25210	Water Treatment Plant Operator	20.42	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.21	
27007	Baggage Inspector	17.04	

27008	Corrections Officer	18.86	
27010	Court Security Officer	20.10	
27030	Detection Dog Handler	19.06	
27040	Detention Officer	18.86	
27070	Firefighter	22.44	
27101	Guard I	17.04	
27102	Guard II	19.06	
27131	Police Officer I	22.54	
27132	Police Officer II	25.05	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.79	***
28042	Carnival Equipment Repairer	15.87	***
28043	Carnival Worker	11.38	***
28210	Gate Attendant/Gate Tender	16.62	
28310	Lifeguard	11.01	***
28350	Park Attendant (Aide)	18.58	
28510	Recreation Aide/Health Facility Attendant	13.56	***
28515	Recreation Specialist	23.03	
28630	Sports Official	14.79	***
28690	Swimming Pool Operator	19.14	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.00	
29020	Hatch Tender	24.00	
29030	Line Handler	24.00	
29041	Stevedore I	22.58	
29042	Stevedore II	25.40	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.87	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.94	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.07	
30021	Archeological Technician I	19.87	
30022	Archeological Technician II	22.23	
30023	Archeological Technician III	27.53	
30030	Cartographic Technician	27.53	
30040	Civil Engineering Technician	27.53	
30051	Cryogenic Technician I	30.50	
30052	Cryogenic Technician II	33.68	
30061	Drafter/CAD Operator I	19.87	
30062	Drafter/CAD Operator II	22.23	
30063	Drafter/CAD Operator III	24.77	
30064	Drafter/CAD Operator IV	30.50	
30081	Engineering Technician I	16.11	***
30082	Engineering Technician II	18.09	
30083	Engineering Technician III	20.23	
30084	Engineering Technician IV	25.06	
30085	Engineering Technician V	30.66	
30086	Engineering Technician VI	37.10	
30090	Environmental Technician	27.53	
30095	Evidence Control Specialist	27.53	
30210	Laboratory Technician	24.77	
30221	Latent Fingerprint Technician I	30.50	
30222	Latent Fingerprint Technician II	33.68	
30240	Mathematical Technician	27.53	

30361	Paralegal/Legal Assistant I	20.81	
30362	Paralegal/Legal Assistant II	25.78	
30363	Paralegal/Legal Assistant III	31.54	
30364	Paralegal/Legal Assistant IV	38.16	
30375	Petroleum Supply Specialist	33.68	
30390	Photo-Optics Technician	27.53	
30395	Radiation Control Technician	33.68	
30461	Technical Writer I	27.53	
30462	Technical Writer II	33.68	
30463	Technical Writer III	40.76	
30491	Unexploded Ordnance (UXO) Technician I	28.51	
30492	Unexploded Ordnance (UXO) Technician II	34.50	
30493	Unexploded Ordnance (UXO) Technician III	41.35	
30494	Unexploded (UXO) Safety Escort	28.51	
30495	Unexploded (UXO) Sweep Personnel	28.51	
30501	Weather Forecaster I	30.50	
30502	Weather Forecaster II	37.09	
30620	Weather Observer, Combined Upper Air Or (see 2)	24.77	
30621	Weather Observer, Senior (see 2)	27.53	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.50	
31020	Bus Aide	12.08	***
31030	Bus Driver	17.64	
31043	Driver Courier	15.14	***
31260	Parking and Lot Attendant	12.71	***
31290	Shuttle Bus Driver	13.89	***
31310	Taxi Driver	13.75	***
31361	Truckdriver, Light	16.23	
31362	Truckdriver, Medium	17.25	
31363	Truckdriver, Heavy	22.08	
31364	Truckdriver, Tractor-Trailer	22.08	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.82	
99030	Cashier	11.45	***
99050	Desk Clerk	11.37	***
99095	Embalmer	29.37	
99130	Flight Follower	28.51	
99251	Laboratory Animal Caretaker I	13.87	***
99252	Laboratory Animal Caretaker II	14.88	***
99260	Marketing Analyst	26.98	
99310	Mortician	29.37	
99410	Pest Controller	17.84	
99510	Photofinishing Worker	14.98	***
99710	Recycling Laborer	16.12	***
99711	Recycling Specialist	18.90	
99730	Refuse Collector	14.56	***
99810	Sales Clerk	13.68	***
99820	School Crossing Guard	15.68	***
99830	Survey Party Chief	24.41	
99831	Surveying Aide	14.77	***
99832	Surveying Technician	20.24	
99840	Vending Machine Attendant	20.38	
99841	Vending Machine Repairer	24.71	
99842	Vending Machine Repairer Helper	20.38	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4327

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4327/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Accomack, Northampton

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.55	
01012	Accounting Clerk II	19.69	
01013	Accounting Clerk III	22.02	
01020	Administrative Assistant	30.16	
01035	Court Reporter	20.62	
01041	Customer Service Representative I	14.79	***
01042	Customer Service Representative II	16.14	***
01043	Customer Service Representative III	18.12	
01051	Data Entry Operator I	15.05	***
01052	Data Entry Operator II	16.42	
01060	Dispatcher, Motor Vehicle	19.92	
01070	Document Preparation Clerk	16.42	
01090	Duplicating Machine Operator	16.42	
01111	General Clerk I	15.02	***

01112	General Clerk II	16.39	
01113	General Clerk III	18.41	
01120	Housing Referral Assistant	22.99	
01141	Messenger Courier	13.38	***
01191	Order Clerk I	15.05	***
01192	Order Clerk II	16.42	
01261	Personnel Assistant (Employment) I	19.28	
01262	Personnel Assistant (Employment) II	21.57	
01263	Personnel Assistant (Employment) III	24.03	
01270	Production Control Clerk	28.92	
01290	Rental Clerk	17.02	
01300	Scheduler, Maintenance	18.44	
01311	Secretary I	18.44	
01312	Secretary II	20.62	
01313	Secretary III	22.99	
01320	Service Order Dispatcher	19.43	
01410	Supply Technician	30.16	
01420	Survey Worker	16.49	
01460	Switchboard Operator/Receptionist	14.29	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	14.66	***
01533	Travel Clerk III	16.78	
01611	Word Processor I	16.42	
01612	Word Processor II	18.44	
01613	Word Processor III	20.62	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.77	
05010	Automotive Electrician	19.80	
05040	Automotive Glass Installer	18.70	
05070	Automotive Worker	18.70	
05110	Mobile Equipment Servicer	16.42	
05130	Motor Equipment Metal Mechanic	20.81	
05160	Motor Equipment Metal Worker	18.70	
05190	Motor Vehicle Mechanic	20.81	
05220	Motor Vehicle Mechanic Helper	15.26	***
05250	Motor Vehicle Upholstery Worker	17.54	
05280	Motor Vehicle Wrecker	18.70	
05310	Painter, Automotive	19.80	
05340	Radiator Repair Specialist	18.70	
05370	Tire Repairer	16.29	
05400	Transmission Repair Specialist	20.81	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.89	
07041	Cook I	14.72	***
07042	Cook II	16.77	
07070	Dishwasher	11.23	***
07130	Food Service Worker	11.76	***
07210	Meat Cutter	17.84	
07260	Waiter/Waitress	11.85	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.06	
09040	Furniture Handler	14.17	***
09080	Furniture Refinisher	21.07	

09090	Furniture Refinisher Helper	16.96	
09110	Furniture Repairer, Minor	19.53	
09130	Upholsterer	21.57	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.14	***
11060	Elevator Operator	12.78	***
11090	Gardener	18.69	
11122	Housekeeping Aide	12.78	***
11150	Janitor	12.78	***
11210	Laborer, Grounds Maintenance	14.52	***
11240	Maid or Houseman	11.55	***
11260	Pruner	13.25	***
11270	Tractor Operator	17.33	
11330	Trail Maintenance Worker	14.52	***
11360	Window Cleaner	14.08	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.83	
12011	Breath Alcohol Technician	21.74	
12012	Certified Occupational Therapist Assistant	30.20	
12015	Certified Physical Therapist Assistant	29.54	
12020	Dental Assistant	18.77	
12025	Dental Hygienist	42.08	
12030	EKG Technician	32.95	
12035	Electroneurodiagnostic Technologist	32.95	
12040	Emergency Medical Technician	19.83	
12071	Licensed Practical Nurse I	19.44	
12072	Licensed Practical Nurse II	21.74	
12073	Licensed Practical Nurse III	24.24	
12100	Medical Assistant	17.71	
12130	Medical Laboratory Technician	23.98	
12160	Medical Record Clerk	19.44	
12190	Medical Record Technician	22.67	
12195	Medical Transcriptionist	19.44	
12210	Nuclear Medicine Technologist	47.79	
12221	Nursing Assistant I	14.40	***
12222	Nursing Assistant II	16.19	***
12223	Nursing Assistant III	17.66	
12224	Nursing Assistant IV	19.84	
12235	Optical Dispenser	21.74	
12236	Optical Technician	19.44	
12250	Pharmacy Technician	16.36	
12280	Phlebotomist	19.44	
12305	Radiologic Technologist	32.95	
12311	Registered Nurse I	27.87	
12312	Registered Nurse II	34.08	
12313	Registered Nurse II, Specialist	34.08	
12314	Registered Nurse III	41.23	
12315	Registered Nurse III, Anesthetist	41.23	
12316	Registered Nurse IV	49.43	
12317	Scheduler (Drug and Alcohol Testing)	26.95	
12320	Substance Abuse Treatment Counselor	22.33	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.07	

13012	Exhibits Specialist II	26.11	
13013	Exhibits Specialist III	31.94	
13041	Illustrator I	21.07	
13042	Illustrator II	26.11	
13043	Illustrator III	31.94	
13047	Librarian	28.91	
13050	Library Aide/Clerk	15.03	***
13054	Library Information Technology Systems	26.11	
13058	Library Technician	20.21	
13061	Media Specialist I	18.83	
13062	Media Specialist II	21.07	
13063	Media Specialist III	23.49	
13071	Photographer I	18.07	
13072	Photographer II	20.49	
13073	Photographer III	25.03	
13074	Photographer IV	30.61	
13075	Photographer V	37.05	
13090	Technical Order Library Clerk	18.87	
13110	Video Teleconference Technician	18.83	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.55	
14042	Computer Operator II	19.51	
14043	Computer Operator III	21.77	
14044	Computer Operator IV	24.19	
14045	Computer Operator V	26.77	
14071	Computer Programmer I (see 1)	22.50	
14072	Computer Programmer II (see 1)	25.20	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.55	
14160	Personal Computer Support Technician	24.19	
14170	System Support Specialist	31.74	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.94	
15020	Aircrew Training Devices Instructor (Rated)	41.06	
15030	Air Crew Training Devices Instructor (Pilot)	49.22	
15050	Computer Based Training Specialist / Instructor	33.94	
15060	Educational Technologist	33.43	
15070	Flight Instructor (Pilot)	49.22	
15080	Graphic Artist	25.38	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.22	
15086	Maintenance Test Pilot, Rotary Wing	49.22	
15088	Non-Maintenance Test/Co-Pilot	49.22	
15090	Technical Instructor	32.70	
15095	Technical Instructor/Course Developer	40.03	
15110	Test Proctor	26.39	
15120	Tutor	26.39	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.90	***
16030	Counter Attendant	11.90	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	11.90	***
16090	Presser, Hand	11.90	***
16110	Presser, Machine, Drycleaning	11.90	***
16130	Presser, Machine, Shirts	11.90	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.90	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.28	
16250	Washer, Machine	13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.99	
19040	Tool And Die Maker	30.08	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	16.14	***
21030	Material Coordinator	28.92	
21040	Material Expediter	28.92	
21050	Material Handling Laborer	15.83	***
21071	Order Filler	13.57	***
21080	Production Line Worker (Food Processing)	16.14	***
21110	Shipping Packer	16.19	***
21130	Shipping/Receiving Clerk	16.19	***
21140	Store Worker I	15.25	***
21150	Stock Clerk	20.11	
21210	Tools And Parts Attendant	16.14	***
21410	Warehouse Specialist	16.14	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	28.13	
23019	Aircraft Logs and Records Technician	22.61	
23021	Aircraft Mechanic I	26.81	
23022	Aircraft Mechanic II	28.13	
23023	Aircraft Mechanic III	29.45	
23040	Aircraft Mechanic Helper	19.64	
23050	Aircraft, Painter	25.52	
23060	Aircraft Servicer	22.61	
23070	Aircraft Survival Flight Equipment Technician	25.52	
23080	Aircraft Worker	24.10	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	24.10	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	26.81	
23110	Appliance Mechanic	24.99	
23120	Bicycle Repairer	20.72	
23125	Cable Splicer	36.63	
23130	Carpenter, Maintenance	20.50	
23140	Carpet Layer	23.60	
23160	Electrician, Maintenance	23.13	
23181	Electronics Technician Maintenance I	24.53	
23182	Electronics Technician Maintenance II	28.74	
23183	Electronics Technician Maintenance III	30.99	
23260	Fabric Worker	22.12	
23290	Fire Alarm System Mechanic	26.25	
23310	Fire Extinguisher Repairer	20.72	
23311	Fuel Distribution System Mechanic	26.25	
23312	Fuel Distribution System Operator	20.72	
23370	General Maintenance Worker	19.55	

23380	Ground Support Equipment Mechanic	26.81	
23381	Ground Support Equipment Servicer	22.61	
23382	Ground Support Equipment Worker	24.10	
23391	Gunsmith I	20.72	
23392	Gunsmith II	23.60	
23393	Gunsmith III	26.25	
23410	Heating, Ventilation And Air-Conditioning	23.13	
23411	Heating, Ventilation And Air Contidioning	24.27	
23430	Heavy Equipment Mechanic	26.25	
23440	Heavy Equipment Operator	21.95	
23460	Instrument Mechanic	26.25	
23465	Laboratory/Shelter Mechanic	24.99	
23470	Laborer	15.83	***
23510	Locksmith	24.99	
23530	Machinery Maintenance Mechanic	25.86	
23550	Machinist, Maintenance	26.81	
23580	Maintenance Trades Helper	15.23	***
23591	Metrology Technician I	26.25	
23592	Metrology Technician II	27.54	
23593	Metrology Technician III	28.83	
23640	Millwright	26.25	
23710	Office Appliance Repairer	24.99	
23760	Painter, Maintenance	20.98	
23790	Pipefitter, Maintenance	25.00	
23810	Plumber, Maintenance	23.80	
23820	Pneudraulic Systems Mechanic	26.25	
23850	Rigger	26.25	
23870	Scale Mechanic	23.60	
23890	Sheet-Metal Worker, Maintenance	26.25	
23910	Small Engine Mechanic	22.91	
23931	Telecommunications Mechanic I	33.24	
23932	Telecommunications Mechanic II	34.87	
23950	Telephone Lineman	30.36	
23960	Welder, Combination, Maintenance	22.23	
23965	Well Driller	26.29	
23970	Woodcraft Worker	26.25	
23980	Woodworker	20.72	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.27	***
24570	Child Care Attendant	11.73	***
24580	Child Care Center Clerk	14.62	***
24610	Chore Aide	11.53	***
24620	Family Readiness And Support Services	14.27	***
24630	Homemaker	14.27	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.31	
25040	Sewage Plant Operator	19.34	
25070	Stationary Engineer	25.31	
25190	Ventilation Equipment Tender	16.96	
25210	Water Treatment Plant Operator	19.34	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.46	
27007	Baggage Inspector	15.54	***

27008	Corrections Officer	19.23	
27010	Court Security Officer	21.37	
27030	Detection Dog Handler	17.39	
27040	Detention Officer	19.23	
27070	Firefighter	22.40	
27101	Guard I	15.54	***
27102	Guard II	17.39	
27131	Police Officer I	23.74	
27132	Police Officer II	26.39	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.38	***
28042	Carnival Equipment Repairer	15.51	***
28043	Carnival Worker	11.00	***
28210	Gate Attendant/Gate Tender	16.15	***
28310	Lifeguard	14.03	***
28350	Park Attendant (Aide)	18.06	
28510	Recreation Aide/Health Facility Attendant	13.43	***
28515	Recreation Specialist	22.10	
28630	Sports Official	14.38	***
28690	Swimming Pool Operator	17.67	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.60	
29020	Hatch Tender	23.60	
29030	Line Handler	23.60	
29041	Stevedore I	22.12	
29042	Stevedore II	24.99	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	48.97	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	33.77	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19	
30021	Archeological Technician I	25.12	
30022	Archeological Technician II	28.09	
30023	Archeological Technician III	34.82	
30030	Cartographic Technician	34.82	
30040	Civil Engineering Technician	30.60	
30051	Cryogenic Technician I	38.55	
30052	Cryogenic Technician II	42.57	
30061	Drafter/CAD Operator I	25.12	
30062	Drafter/CAD Operator II	28.09	
30063	Drafter/CAD Operator III	31.32	
30064	Drafter/CAD Operator IV	38.55	
30081	Engineering Technician I	22.37	
30082	Engineering Technician II	25.12	
30083	Engineering Technician III	28.09	
30084	Engineering Technician IV	34.82	
30085	Engineering Technician V	42.57	
30086	Engineering Technician VI	51.51	
30090	Environmental Technician	34.82	
30095	Evidence Control Specialist	34.82	
30210	Laboratory Technician	31.32	
30221	Latent Fingerprint Technician I	38.55	
30222	Latent Fingerprint Technician II	42.57	
30240	Mathematical Technician	33.64	

30361	Paralegal/Legal Assistant I	20.86	
30362	Paralegal/Legal Assistant II	25.82	
30363	Paralegal/Legal Assistant III	31.59	
30364	Paralegal/Legal Assistant IV	38.21	
30375	Petroleum Supply Specialist	42.57	
30390	Photo-Optics Technician	34.82	
30395	Radiation Control Technician	42.57	
30461	Technical Writer I	26.76	
30462	Technical Writer II	32.74	
30463	Technical Writer III	39.60	
30491	Unexploded Ordnance (UXO) Technician I	31.12	
30492	Unexploded Ordnance (UXO) Technician II	37.66	
30493	Unexploded Ordnance (UXO) Technician III	45.14	
30494	Unexploded (UXO) Safety Escort	31.12	
30495	Unexploded (UXO) Sweep Personnel	31.12	
30501	Weather Forecaster I	38.55	
30502	Weather Forecaster II	46.89	
30620	Weather Observer, Combined Upper Air Or (see 2)	31.32	
30621	Weather Observer, Senior (see 2)	34.82	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	37.66	
31020	Bus Aide	14.54	***
31030	Bus Driver	20.04	
31043	Driver Courier	16.71	
31260	Parking and Lot Attendant	13.10	***
31290	Shuttle Bus Driver	17.53	
31310	Taxi Driver	15.26	***
31361	Truckdriver, Light	18.02	
31362	Truckdriver, Medium	19.25	
31363	Truckdriver, Heavy	21.77	
31364	Truckdriver, Tractor-Trailer	21.77	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	18.36	
99030	Cashier	11.63	***
99050	Desk Clerk	12.32	***
99095	Embalmer	31.12	
99130	Flight Follower	31.12	
99251	Laboratory Animal Caretaker I	13.60	***
99252	Laboratory Animal Caretaker II	14.67	***
99260	Marketing Analyst	26.67	
99310	Mortician	31.12	
99410	Pest Controller	19.61	
99510	Photofinishing Worker	16.36	
99710	Recycling Laborer	14.64	***
99711	Recycling Specialist	17.48	
99730	Refuse Collector	13.20	***
99810	Sales Clerk	12.68	***
99820	School Crossing Guard	16.77	
99830	Survey Party Chief	23.30	
99831	Surveying Aide	15.27	***
99832	Surveying Technician	20.91	
99840	Vending Machine Attendant	21.92	
99841	Vending Machine Repairer	26.93	
99842	Vending Machine Repairer Helper	21.92	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4329

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4329/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of King George

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.55	
01012	Accounting Clerk II	19.69	
01013	Accounting Clerk III	22.62	
01020	Administrative Assistant	31.41	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	14.79	***
01042	Customer Service Representative II	16.14	***
01043	Customer Service Representative III	18.12	
01051	Data Entry Operator I	15.05	***
01052	Data Entry Operator II	16.42	
01060	Dispatcher, Motor Vehicle	21.63	
01070	Document Preparation Clerk	16.42	
01090	Duplicating Machine Operator	16.42	
01111	General Clerk I	15.02	***

01112	General Clerk II	16.39	
01113	General Clerk III	18.74	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	13.67	***
01191	Order Clerk I	15.12	***
01192	Order Clerk II	16.50	
01261	Personnel Assistant (Employment) I	19.97	
01262	Personnel Assistant (Employment) II	22.35	
01263	Personnel Assistant (Employment) III	24.92	
01270	Production Control Clerk	29.30	
01290	Rental Clerk	17.28	
01300	Scheduler, Maintenance	18.44	
01311	Secretary I	18.44	
01312	Secretary II	20.62	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	19.68	
01410	Supply Technician	31.41	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	14.43	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	14.66	***
01533	Travel Clerk III	16.78	
01611	Word Processor I	16.42	
01612	Word Processor II	18.44	
01613	Word Processor III	20.62	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.26	
05010	Automotive Electrician	23.51	
05040	Automotive Glass Installer	22.15	
05070	Automotive Worker	22.15	
05110	Mobile Equipment Servicer	19.04	
05130	Motor Equipment Metal Mechanic	24.78	
05160	Motor Equipment Metal Worker	22.15	
05190	Motor Vehicle Mechanic	24.78	
05220	Motor Vehicle Mechanic Helper	18.49	
05250	Motor Vehicle Upholstery Worker	21.63	
05280	Motor Vehicle Wrecker	22.15	
05310	Painter, Automotive	23.51	
05340	Radiator Repair Specialist	22.15	
05370	Tire Repairer	16.42	
05400	Transmission Repair Specialist	24.78	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.89	
07041	Cook I	14.72	***
07042	Cook II	16.77	
07070	Dishwasher	11.69	***
07130	Food Service Worker	11.76	***
07210	Meat Cutter	18.08	
07260	Waiter/Waitress	11.85	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.06	
09040	Furniture Handler	14.69	***
09080	Furniture Refinisher	22.25	

09090	Furniture Refinisher Helper	17.07	
09110	Furniture Repairer, Minor	19.73	
09130	Upholsterer	22.06	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.14	***
11060	Elevator Operator	13.01	***
11090	Gardener	18.69	
11122	Housekeeping Aide	13.01	***
11150	Janitor	13.01	***
11210	Laborer, Grounds Maintenance	14.52	***
11240	Maid or Houseman	11.55	***
11260	Pruner	13.25	***
11270	Tractor Operator	17.33	
11330	Trail Maintenance Worker	14.52	***
11360	Window Cleaner	14.14	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.41	
12011	Breath Alcohol Technician	21.74	
12012	Certified Occupational Therapist Assistant	30.20	
12015	Certified Physical Therapist Assistant	29.54	
12020	Dental Assistant	18.77	
12025	Dental Hygienist	49.23	
12030	EKG Technician	32.95	
12035	Electroneurodiagnostic Technologist	32.95	
12040	Emergency Medical Technician	20.41	
12071	Licensed Practical Nurse I	19.44	
12072	Licensed Practical Nurse II	21.74	
12073	Licensed Practical Nurse III	24.24	
12100	Medical Assistant	17.71	
12130	Medical Laboratory Technician	23.47	
12160	Medical Record Clerk	19.44	
12190	Medical Record Technician	22.67	
12195	Medical Transcriptionist	19.44	
12210	Nuclear Medicine Technologist	47.79	
12221	Nursing Assistant I	14.40	***
12222	Nursing Assistant II	16.19	***
12223	Nursing Assistant III	17.66	
12224	Nursing Assistant IV	19.84	
12235	Optical Dispenser	21.74	
12236	Optical Technician	19.44	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	19.44	
12305	Radiologic Technologist	32.95	
12311	Registered Nurse I	29.58	
12312	Registered Nurse II	36.19	
12313	Registered Nurse II, Specialist	36.19	
12314	Registered Nurse III	43.77	
12315	Registered Nurse III, Anesthetist	43.77	
12316	Registered Nurse IV	52.47	
12317	Scheduler (Drug and Alcohol Testing)	26.95	
12320	Substance Abuse Treatment Counselor	22.33	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.07	

13012	Exhibits Specialist II	26.11	
13013	Exhibits Specialist III	31.94	
13041	Illustrator I	21.07	
13042	Illustrator II	26.11	
13043	Illustrator III	31.94	
13047	Librarian	33.88	
13050	Library Aide/Clerk	15.63	***
13054	Library Information Technology Systems	30.60	
13058	Library Technician	21.07	
13061	Media Specialist I	18.83	
13062	Media Specialist II	21.07	
13063	Media Specialist III	23.49	
13071	Photographer I	18.83	
13072	Photographer II	21.07	
13073	Photographer III	26.11	
13074	Photographer IV	31.94	
13075	Photographer V	38.63	
13090	Technical Order Library Clerk	18.87	
13110	Video Teleconference Technician	20.39	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.92	
14042	Computer Operator II	21.18	
14043	Computer Operator III	23.60	
14044	Computer Operator IV	26.22	
14045	Computer Operator V	29.05	
14071	Computer Programmer I (see 1)	26.36	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.92	
14160	Personal Computer Support Technician	26.22	
14170	System Support Specialist	31.74	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	36.47	
15020	Aircrew Training Devices Instructor (Rated)	44.06	
15030	Air Crew Training Devices Instructor (Pilot)	52.81	
15050	Computer Based Training Specialist / Instructor	36.47	
15060	Educational Technologist	35.31	
15070	Flight Instructor (Pilot)	52.81	
15080	Graphic Artist	26.80	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.22	
15086	Maintenance Test Pilot, Rotary Wing	49.22	
15088	Non-Maintenance Test/Co-Pilot	49.22	
15090	Technical Instructor	33.66	
15095	Technical Instructor/Course Developer	41.17	
15110	Test Proctor	27.17	
15120	Tutor	27.17	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.96	***
16030	Counter Attendant	11.96	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	11.96	***
16090	Presser, Hand	11.96	***
16110	Presser, Machine, Drycleaning	11.96	***
16130	Presser, Machine, Shirts	11.96	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.96	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.28	
16250	Washer, Machine	13.17	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.99	
19040	Tool And Die Maker	30.08	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.02	
21030	Material Coordinator	29.30	
21040	Material Expediter	29.30	
21050	Material Handling Laborer	15.83	***
21071	Order Filler	15.09	***
21080	Production Line Worker (Food Processing)	18.02	
21110	Shipping Packer	16.60	
21130	Shipping/Receiving Clerk	16.60	
21140	Store Worker I	15.25	***
21150	Stock Clerk	20.11	
21210	Tools And Parts Attendant	18.02	
21410	Warehouse Specialist	18.02	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	29.93	
23019	Aircraft Logs and Records Technician	22.61	
23021	Aircraft Mechanic I	28.41	
23022	Aircraft Mechanic II	29.93	
23023	Aircraft Mechanic III	31.38	
23040	Aircraft Mechanic Helper	19.64	
23050	Aircraft, Painter	27.20	
23060	Aircraft Servicer	22.61	
23070	Aircraft Survival Flight Equipment Technician	27.20	
23080	Aircraft Worker	24.10	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	24.10	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	28.41	
23110	Appliance Mechanic	24.99	
23120	Bicycle Repairer	20.72	
23125	Cable Splicer	36.63	
23130	Carpenter, Maintenance	21.40	
23140	Carpet Layer	23.60	
23160	Electrician, Maintenance	30.78	
23181	Electronics Technician Maintenance I	29.25	
23182	Electronics Technician Maintenance II	30.97	
23183	Electronics Technician Maintenance III	32.53	
23260	Fabric Worker	22.12	
23290	Fire Alarm System Mechanic	26.25	
23310	Fire Extinguisher Repairer	20.72	
23311	Fuel Distribution System Mechanic	26.25	
23312	Fuel Distribution System Operator	20.72	
23370	General Maintenance Worker	21.43	

23380	Ground Support Equipment Mechanic	28.41	
23381	Ground Support Equipment Servicer	22.61	
23382	Ground Support Equipment Worker	24.10	
23391	Gunsmith I	20.72	
23392	Gunsmith II	23.60	
23393	Gunsmith III	26.25	
23410	Heating, Ventilation And Air-Conditioning	23.89	
23411	Heating, Ventilation And Air Contidioning	25.17	
23430	Heavy Equipment Mechanic	26.25	
23440	Heavy Equipment Operator	22.91	
23460	Instrument Mechanic	26.25	
23465	Laboratory/Shelter Mechanic	24.99	
23470	Laborer	16.14	***
23510	Locksmith	24.99	
23530	Machinery Maintenance Mechanic	25.86	
23550	Machinist, Maintenance	26.81	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	26.25	
23592	Metrology Technician II	27.54	
23593	Metrology Technician III	28.83	
23640	Millwright	28.19	
23710	Office Appliance Repairer	24.99	
23760	Painter, Maintenance	23.02	
23790	Pipefitter, Maintenance	25.12	
23810	Plumber, Maintenance	23.91	
23820	Pneudraulic Systems Mechanic	26.25	
23850	Rigger	26.25	
23870	Scale Mechanic	23.60	
23890	Sheet-Metal Worker, Maintenance	26.25	
23910	Small Engine Mechanic	23.60	
23931	Telecommunications Mechanic I	33.24	
23932	Telecommunications Mechanic II	34.87	
23950	Telephone Lineman	33.16	
23960	Welder, Combination, Maintenance	22.91	
23965	Well Driller	27.80	
23970	Woodcraft Worker	26.25	
23980	Woodworker	20.72	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.90	
24570	Child Care Attendant	12.79	***
24580	Child Care Center Clerk	17.77	
24610	Chore Aide	11.53	***
24620	Family Readiness And Support Services	16.90	
24630	Homemaker	18.43	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.30	
25040	Sewage Plant Operator	20.84	
25070	Stationary Engineer	27.30	
25190	Ventilation Equipment Tender	19.49	
25210	Water Treatment Plant Operator	20.84	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	20.57	
27007	Baggage Inspector	15.54	***

27008	Corrections Officer	22.80	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	20.57	
27040	Detention Officer	22.80	
27070	Firefighter	24.63	
27101	Guard I	15.54	***
27102	Guard II	20.57	
27131	Police Officer I	26.52	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.38	***
28042	Carnival Equipment Repairer	15.51	***
28043	Carnival Worker	11.00	***
28210	Gate Attendant/Gate Tender	16.15	***
28310	Lifeguard	14.03	***
28350	Park Attendant (Aide)	18.06	
28510	Recreation Aide/Health Facility Attendant	13.18	***
28515	Recreation Specialist	22.39	
28630	Sports Official	14.38	***
28690	Swimming Pool Operator	18.21	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.60	
29020	Hatch Tender	23.60	
29030	Line Handler	23.60	
29041	Stevedore I	22.12	
29042	Stevedore II	24.99	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	48.97	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	33.77	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19	
30021	Archeological Technician I	25.12	
30022	Archeological Technician II	28.09	
30023	Archeological Technician III	34.82	
30030	Cartographic Technician	34.82	
30040	Civil Engineering Technician	30.94	
30051	Cryogenic Technician I	38.55	
30052	Cryogenic Technician II	42.57	
30061	Drafter/CAD Operator I	25.12	
30062	Drafter/CAD Operator II	28.09	
30063	Drafter/CAD Operator III	31.32	
30064	Drafter/CAD Operator IV	38.55	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	34.82	
30095	Evidence Control Specialist	34.82	
30210	Laboratory Technician	31.32	
30221	Latent Fingerprint Technician I	38.55	
30222	Latent Fingerprint Technician II	42.57	
30240	Mathematical Technician	33.64	

30361	Paralegal/Legal Assistant I	23.50	
30362	Paralegal/Legal Assistant II	29.12	
30363	Paralegal/Legal Assistant III	35.60	
30364	Paralegal/Legal Assistant IV	43.08	
30375	Petroleum Supply Specialist	42.57	
30390	Photo-Optics Technician	34.82	
30395	Radiation Control Technician	42.57	
30461	Technical Writer I	26.76	
30462	Technical Writer II	32.74	
30463	Technical Writer III	39.60	
30491	Unexploded Ordnance (UXO) Technician I	31.12	
30492	Unexploded Ordnance (UXO) Technician II	37.66	
30493	Unexploded Ordnance (UXO) Technician III	45.14	
30494	Unexploded (UXO) Safety Escort	31.12	
30495	Unexploded (UXO) Sweep Personnel	31.12	
30501	Weather Forecaster I	38.55	
30502	Weather Forecaster II	46.89	
30620	Weather Observer, Combined Upper Air Or (see 2)	31.32	
30621	Weather Observer, Senior (see 2)	34.82	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	37.66	
31020	Bus Aide	14.80	***
31030	Bus Driver	20.85	
31043	Driver Courier	16.71	
31260	Parking and Lot Attendant	13.10	***
31290	Shuttle Bus Driver	17.53	
31310	Taxi Driver	16.92	
31361	Truckdriver, Light	18.02	
31362	Truckdriver, Medium	19.25	
31363	Truckdriver, Heavy	21.77	
31364	Truckdriver, Tractor-Trailer	21.77	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	18.36	
99030	Cashier	11.63	***
99050	Desk Clerk	12.74	***
99095	Embalmer	31.73	
99130	Flight Follower	31.12	
99251	Laboratory Animal Caretaker I	13.67	***
99252	Laboratory Animal Caretaker II	14.95	***
99260	Marketing Analyst	26.67	
99310	Mortician	31.73	
99410	Pest Controller	21.71	
99510	Photofinishing Worker	16.36	
99710	Recycling Laborer	18.50	
99711	Recycling Specialist	22.71	
99730	Refuse Collector	16.40	
99810	Sales Clerk	13.30	***
99820	School Crossing Guard	16.77	
99830	Survey Party Chief	23.18	
99831	Surveying Aide	14.40	***
99832	Surveying Technician	22.03	
99840	Vending Machine Attendant	21.92	
99841	Vending Machine Repairer	26.93	
99842	Vending Machine Repairer Helper	21.92	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4331

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4331/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Essex, King and Queen, Lancaster, Middlesex, Northumberland, Richmond, Westmoreland

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

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.55	
01012	Accounting Clerk II	19.69	
01013	Accounting Clerk III	22.02	
01020	Administrative Assistant	30.16	
01035	Court Reporter	20.62	
01041	Customer Service Representative I	14.79	***
01042	Customer Service Representative II	16.14	***
01043	Customer Service Representative III	18.12	
01051	Data Entry Operator I	15.05	***
01052	Data Entry Operator II	16.42	
01060	Dispatcher, Motor Vehicle	20.21	
01070	Document Preparation Clerk	16.42	
01090	Duplicating Machine Operator	16.42	
01111	General Clerk I	15.02	***

01112	General Clerk II	16.39	
01113	General Clerk III	18.41	
01120	Housing Referral Assistant	22.99	
01141	Messenger Courier	13.67	***
01191	Order Clerk I	15.05	***
01192	Order Clerk II	16.42	
01261	Personnel Assistant (Employment) I	19.28	
01262	Personnel Assistant (Employment) II	21.57	
01263	Personnel Assistant (Employment) III	24.03	
01270	Production Control Clerk	29.30	
01290	Rental Clerk	17.28	
01300	Scheduler, Maintenance	18.44	
01311	Secretary I	18.44	
01312	Secretary II	20.62	
01313	Secretary III	22.99	
01320	Service Order Dispatcher	17.97	
01410	Supply Technician	30.16	
01420	Survey Worker	19.08	
01460	Switchboard Operator/Receptionist	15.28	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	14.66	***
01533	Travel Clerk III	16.78	
01611	Word Processor I	16.42	
01612	Word Processor II	18.44	
01613	Word Processor III	20.62	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.38	
05010	Automotive Electrician	20.97	
05040	Automotive Glass Installer	19.97	
05070	Automotive Worker	19.97	
05110	Mobile Equipment Servicer	17.96	
05130	Motor Equipment Metal Mechanic	21.96	
05160	Motor Equipment Metal Worker	19.97	
05190	Motor Vehicle Mechanic	22.89	
05220	Motor Vehicle Mechanic Helper	16.96	
05250	Motor Vehicle Upholstery Worker	18.96	
05280	Motor Vehicle Wrecker	19.97	
05310	Painter, Automotive	20.97	
05340	Radiator Repair Specialist	19.97	
05370	Tire Repairer	16.42	
05400	Transmission Repair Specialist	21.96	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.89	
07041	Cook I	14.72	***
07042	Cook II	16.77	
07070	Dishwasher	11.23	***
07130	Food Service Worker	11.76	***
07210	Meat Cutter	17.84	
07260	Waiter/Waitress	11.85	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.06	
09040	Furniture Handler	14.69	***
09080	Furniture Refinisher	22.06	

09090	Furniture Refinisher Helper	17.54	
09110	Furniture Repairer, Minor	19.66	
09130	Upholsterer	22.06	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.14	***
11060	Elevator Operator	12.90	***
11090	Gardener	18.69	
11122	Housekeeping Aide	12.90	***
11150	Janitor	12.90	***
11210	Laborer, Grounds Maintenance	14.52	***
11240	Maid or Houseman	11.55	***
11260	Pruner	13.25	***
11270	Tractor Operator	17.33	
11330	Trail Maintenance Worker	14.52	***
11360	Window Cleaner	14.08	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.92	
12011	Breath Alcohol Technician	21.74	
12012	Certified Occupational Therapist Assistant	30.32	
12015	Certified Physical Therapist Assistant	29.54	
12020	Dental Assistant	18.77	
12025	Dental Hygienist	42.08	
12030	EKG Technician	32.95	
12035	Electroneurodiagnostic Technologist	32.95	
12040	Emergency Medical Technician	19.92	
12071	Licensed Practical Nurse I	19.44	
12072	Licensed Practical Nurse II	21.74	
12073	Licensed Practical Nurse III	24.24	
12100	Medical Assistant	17.71	
12130	Medical Laboratory Technician	23.47	
12160	Medical Record Clerk	19.44	
12190	Medical Record Technician	22.67	
12195	Medical Transcriptionist	19.44	
12210	Nuclear Medicine Technologist	47.79	
12221	Nursing Assistant I	14.40	***
12222	Nursing Assistant II	16.19	***
12223	Nursing Assistant III	17.66	
12224	Nursing Assistant IV	19.84	
12235	Optical Dispenser	21.74	
12236	Optical Technician	19.44	
12250	Pharmacy Technician	16.36	
12280	Phlebotomist	19.44	
12305	Radiologic Technologist	32.95	
12311	Registered Nurse I	27.87	
12312	Registered Nurse II	34.08	
12313	Registered Nurse II, Specialist	34.08	
12314	Registered Nurse III	41.23	
12315	Registered Nurse III, Anesthetist	41.23	
12316	Registered Nurse IV	49.43	
12317	Scheduler (Drug and Alcohol Testing)	26.95	
12320	Substance Abuse Treatment Counselor	22.33	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.07	

13012	Exhibits Specialist II	26.11	
13013	Exhibits Specialist III	31.94	
13041	Illustrator I	21.07	
13042	Illustrator II	26.11	
13043	Illustrator III	31.94	
13047	Librarian	28.91	
13050	Library Aide/Clerk	15.03	***
13054	Library Information Technology Systems	26.11	
13058	Library Technician	20.21	
13061	Media Specialist I	18.83	
13062	Media Specialist II	21.07	
13063	Media Specialist III	23.49	
13071	Photographer I	18.83	
13072	Photographer II	21.07	
13073	Photographer III	26.11	
13074	Photographer IV	31.94	
13075	Photographer V	38.63	
13090	Technical Order Library Clerk	18.87	
13110	Video Teleconference Technician	18.83	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.60	
14042	Computer Operator II	20.81	
14043	Computer Operator III	23.19	
14044	Computer Operator IV	25.78	
14045	Computer Operator V	28.55	
14071	Computer Programmer I (see 1)	24.99	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.60	
14160	Personal Computer Support Technician	25.78	
14170	System Support Specialist	31.74	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.94	
15020	Aircrew Training Devices Instructor (Rated)	41.06	
15030	Air Crew Training Devices Instructor (Pilot)	49.22	
15050	Computer Based Training Specialist / Instructor	33.94	
15060	Educational Technologist	33.43	
15070	Flight Instructor (Pilot)	49.22	
15080	Graphic Artist	25.38	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.22	
15086	Maintenance Test Pilot, Rotary Wing	49.22	
15088	Non-Maintenance Test/Co-Pilot	49.22	
15090	Technical Instructor	33.25	
15095	Technical Instructor/Course Developer	40.67	
15110	Test Proctor	26.84	
15120	Tutor	26.83	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.90	***
16030	Counter Attendant	11.90	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	11.90	***
16090	Presser, Hand	11.90	***
16110	Presser, Machine, Drycleaning	11.90	***
16130	Presser, Machine, Shirts	11.90	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.90	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.28	
16250	Washer, Machine	13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.99	
19040	Tool And Die Maker	30.08	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	16.97	
21030	Material Coordinator	29.30	
21040	Material Expediter	29.30	
21050	Material Handling Laborer	15.83	***
21071	Order Filler	13.79	***
21080	Production Line Worker (Food Processing)	16.97	
21110	Shipping Packer	16.66	
21130	Shipping/Receiving Clerk	16.66	
21140	Store Worker I	15.25	***
21150	Stock Clerk	20.11	
21210	Tools And Parts Attendant	16.97	
21410	Warehouse Specialist	16.97	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	28.76	
23019	Aircraft Logs and Records Technician	23.61	
23021	Aircraft Mechanic I	27.49	
23022	Aircraft Mechanic II	28.76	
23023	Aircraft Mechanic III	30.09	
23040	Aircraft Mechanic Helper	21.41	
23050	Aircraft, Painter	26.43	
23060	Aircraft Servicer	23.61	
23070	Aircraft Survival Flight Equipment Technician	26.43	
23080	Aircraft Worker	24.87	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	24.87	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	27.49	
23110	Appliance Mechanic	24.99	
23120	Bicycle Repairer	20.72	
23125	Cable Splicer	35.17	
23130	Carpenter, Maintenance	20.50	
23140	Carpet Layer	23.60	
23160	Electrician, Maintenance	26.77	
23181	Electronics Technician Maintenance I	27.09	
23182	Electronics Technician Maintenance II	28.86	
23183	Electronics Technician Maintenance III	30.28	
23260	Fabric Worker	22.12	
23290	Fire Alarm System Mechanic	26.25	
23310	Fire Extinguisher Repairer	20.72	
23311	Fuel Distribution System Mechanic	26.25	
23312	Fuel Distribution System Operator	20.72	
23370	General Maintenance Worker	20.04	

23380	Ground Support Equipment Mechanic	27.49	
23381	Ground Support Equipment Servicer	23.61	
23382	Ground Support Equipment Worker	24.87	
23391	Gunsmith I	20.72	
23392	Gunsmith II	23.60	
23393	Gunsmith III	26.25	
23410	Heating, Ventilation And Air-Conditioning	23.13	
23411	Heating, Ventilation And Air Contidioning	25.04	
23430	Heavy Equipment Mechanic	26.25	
23440	Heavy Equipment Operator	21.95	
23460	Instrument Mechanic	26.25	
23465	Laboratory/Shelter Mechanic	24.99	
23470	Laborer	15.83	***
23510	Locksmith	24.99	
23530	Machinery Maintenance Mechanic	27.28	
23550	Machinist, Maintenance	26.81	
23580	Maintenance Trades Helper	16.98	
23591	Metrology Technician I	26.25	
23592	Metrology Technician II	27.54	
23593	Metrology Technician III	28.83	
23640	Millwright	26.25	
23710	Office Appliance Repairer	24.99	
23760	Painter, Maintenance	23.02	
23790	Pipefitter, Maintenance	25.00	
23810	Plumber, Maintenance	23.80	
23820	Pneudraulic Systems Mechanic	26.25	
23850	Rigger	26.25	
23870	Scale Mechanic	23.60	
23890	Sheet-Metal Worker, Maintenance	26.25	
23910	Small Engine Mechanic	22.91	
23931	Telecommunications Mechanic I	33.24	
23932	Telecommunications Mechanic II	34.87	
23950	Telephone Lineman	29.83	
23960	Welder, Combination, Maintenance	22.81	
23965	Well Driller	27.80	
23970	Woodcraft Worker	26.25	
23980	Woodworker	20.72	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.31	***
24570	Child Care Attendant	11.73	***
24580	Child Care Center Clerk	14.62	***
24610	Chore Aide	11.53	***
24620	Family Readiness And Support Services	14.31	***
24630	Homemaker	14.76	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.37	
25040	Sewage Plant Operator	19.90	
25070	Stationary Engineer	24.37	
25190	Ventilation Equipment Tender	17.54	
25210	Water Treatment Plant Operator	19.90	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.67	
27007	Baggage Inspector	15.54	***

27008	Corrections Officer	19.23	
27010	Court Security Officer	21.37	
27030	Detection Dog Handler	17.39	
27040	Detention Officer	19.23	
27070	Firefighter	22.67	
27101	Guard I	15.54	***
27102	Guard II	17.39	
27131	Police Officer I	23.74	
27132	Police Officer II	26.39	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.38	***
28042	Carnival Equipment Repairer	15.51	***
28043	Carnival Worker	10.89	***
28210	Gate Attendant/Gate Tender	16.15	***
28310	Lifeguard	14.03	***
28350	Park Attendant (Aide)	18.06	
28510	Recreation Aide/Health Facility Attendant	13.18	***
28515	Recreation Specialist	22.39	
28630	Sports Official	14.38	***
28690	Swimming Pool Operator	17.67	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.60	
29020	Hatch Tender	23.60	
29030	Line Handler	23.60	
29041	Stevedore I	22.12	
29042	Stevedore II	24.99	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	48.97	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	33.77	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19	
30021	Archeological Technician I	25.12	
30022	Archeological Technician II	28.09	
30023	Archeological Technician III	34.82	
30030	Cartographic Technician	34.82	
30040	Civil Engineering Technician	30.94	
30051	Cryogenic Technician I	38.55	
30052	Cryogenic Technician II	42.57	
30061	Drafter/CAD Operator I	25.12	
30062	Drafter/CAD Operator II	28.09	
30063	Drafter/CAD Operator III	31.32	
30064	Drafter/CAD Operator IV	38.55	
30081	Engineering Technician I	22.37	
30082	Engineering Technician II	25.12	
30083	Engineering Technician III	28.09	
30084	Engineering Technician IV	34.82	
30085	Engineering Technician V	42.57	
30086	Engineering Technician VI	51.51	
30090	Environmental Technician	34.82	
30095	Evidence Control Specialist	34.82	
30210	Laboratory Technician	31.32	
30221	Latent Fingerprint Technician I	38.55	
30222	Latent Fingerprint Technician II	42.57	
30240	Mathematical Technician	33.64	

30361	Paralegal/Legal Assistant I	20.86	
30362	Paralegal/Legal Assistant II	26.58	
30363	Paralegal/Legal Assistant III	32.49	
30364	Paralegal/Legal Assistant IV	39.31	
30375	Petroleum Supply Specialist	42.57	
30390	Photo-Optics Technician	34.82	
30395	Radiation Control Technician	42.57	
30461	Technical Writer I	28.75	
30462	Technical Writer II	35.18	
30463	Technical Writer III	41.30	
30491	Unexploded Ordnance (UXO) Technician I	31.12	
30492	Unexploded Ordnance (UXO) Technician II	37.66	
30493	Unexploded Ordnance (UXO) Technician III	45.14	
30494	Unexploded (UXO) Safety Escort	31.12	
30495	Unexploded (UXO) Sweep Personnel	31.12	
30501	Weather Forecaster I	38.55	
30502	Weather Forecaster II	46.89	
30620	Weather Observer, Combined Upper Air Or (see 2)	31.32	
30621	Weather Observer, Senior (see 2)	34.82	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	37.66	
31020	Bus Aide	14.54	***
31030	Bus Driver	20.04	
31043	Driver Courier	16.71	
31260	Parking and Lot Attendant	13.10	***
31290	Shuttle Bus Driver	17.53	
31310	Taxi Driver	15.88	***
31361	Truckdriver, Light	18.02	
31362	Truckdriver, Medium	19.25	
31363	Truckdriver, Heavy	21.77	
31364	Truckdriver, Tractor-Trailer	21.77	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	18.36	
99030	Cashier	11.63	***
99050	Desk Clerk	12.32	***
99095	Embalmer	31.44	
99130	Flight Follower	31.12	
99251	Laboratory Animal Caretaker I	13.29	***
99252	Laboratory Animal Caretaker II	14.31	***
99260	Marketing Analyst	26.67	
99310	Mortician	31.44	
99410	Pest Controller	21.71	
99510	Photofinishing Worker	16.36	
99710	Recycling Laborer	15.35	***
99711	Recycling Specialist	17.59	
99730	Refuse Collector	13.75	***
99810	Sales Clerk	13.38	***
99820	School Crossing Guard	16.77	
99830	Survey Party Chief	23.33	
99831	Surveying Aide	15.27	***
99832	Surveying Technician	20.91	
99840	Vending Machine Attendant	21.92	
99841	Vending Machine Repairer	26.93	
99842	Vending Machine Repairer Helper	21.92	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4333

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4333/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Madison, Page, Shenandoah

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.60	
01012	Accounting Clerk II	18.65	
01013	Accounting Clerk III	22.30	
01020	Administrative Assistant	31.41	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	14.89	***
01042	Customer Service Representative II	16.25	
01043	Customer Service Representative III	18.25	
01051	Data Entry Operator I	15.82	***
01052	Data Entry Operator II	17.26	
01060	Dispatcher, Motor Vehicle	18.98	
01070	Document Preparation Clerk	15.75	***
01090	Duplicating Machine Operator	15.75	***
01111	General Clerk I	15.10	***

01112	General Clerk II	16.48	
01113	General Clerk III	18.51	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	12.84	***
01191	Order Clerk I	15.67	***
01192	Order Clerk II	17.10	
01261	Personnel Assistant (Employment) I	18.15	
01262	Personnel Assistant (Employment) II	20.32	
01263	Personnel Assistant (Employment) III	22.65	
01270	Production Control Clerk	23.36	
01290	Rental Clerk	17.45	
01300	Scheduler, Maintenance	18.07	
01311	Secretary I	18.07	
01312	Secretary II	20.18	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	16.97	
01410	Supply Technician	31.41	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	14.43	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	15.75	***
01612	Word Processor II	17.69	
01613	Word Processor III	19.95	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.37	
05010	Automotive Electrician	21.42	
05040	Automotive Glass Installer	20.31	
05070	Automotive Worker	20.31	
05110	Mobile Equipment Servicer	18.88	
05130	Motor Equipment Metal Mechanic	22.43	
05160	Motor Equipment Metal Worker	20.31	
05190	Motor Vehicle Mechanic	22.43	
05220	Motor Vehicle Mechanic Helper	18.12	
05250	Motor Vehicle Upholstery Worker	19.61	
05280	Motor Vehicle Wrecker	20.31	
05310	Painter, Automotive	21.42	
05340	Radiator Repair Specialist	20.31	
05370	Tire Repairer	18.27	
05400	Transmission Repair Specialist	22.43	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.14	
07041	Cook I	15.18	***
07042	Cook II	17.06	
07070	Dishwasher	12.14	***
07130	Food Service Worker	12.35	***
07210	Meat Cutter	18.94	
07260	Waiter/Waitress	11.42	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.30	
09040	Furniture Handler	16.88	
09080	Furniture Refinisher	24.30	

09090	Furniture Refinisher Helper	19.36	
09110	Furniture Repairer, Minor	21.82	
09130	Upholsterer	24.30	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.24	***
11060	Elevator Operator	14.12	***
11090	Gardener	19.84	
11122	Housekeeping Aide	14.12	***
11150	Janitor	14.12	***
11210	Laborer, Grounds Maintenance	15.89	***
11240	Maid or Houseman	12.39	***
11260	Pruner	14.53	***
11270	Tractor Operator	18.59	
11330	Trail Maintenance Worker	15.89	***
11360	Window Cleaner	15.44	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.21	
12011	Breath Alcohol Technician	22.09	
12012	Certified Occupational Therapist Assistant	30.83	
12015	Certified Physical Therapist Assistant	32.40	
12020	Dental Assistant	17.94	
12025	Dental Hygienist	39.59	
12030	EKG Technician	33.48	
12035	Electroneurodiagnostic Technologist	33.48	
12040	Emergency Medical Technician	19.21	
12071	Licensed Practical Nurse I	19.83	
12072	Licensed Practical Nurse II	22.17	
12073	Licensed Practical Nurse III	24.72	
12100	Medical Assistant	17.60	
12130	Medical Laboratory Technician	27.08	
12160	Medical Record Clerk	21.68	
12190	Medical Record Technician	25.06	
12195	Medical Transcriptionist	19.75	
12210	Nuclear Medicine Technologist	48.57	
12221	Nursing Assistant I	12.71	***
12222	Nursing Assistant II	14.29	***
12223	Nursing Assistant III	15.59	***
12224	Nursing Assistant IV	17.51	
12235	Optical Dispenser	22.09	
12236	Optical Technician	19.75	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	19.75	
12305	Radiologic Technologist	31.11	
12311	Registered Nurse I	27.87	
12312	Registered Nurse II	34.08	
12313	Registered Nurse II, Specialist	34.08	
12314	Registered Nurse III	41.23	
12315	Registered Nurse III, Anesthetist	41.23	
12316	Registered Nurse IV	49.43	
12317	Scheduler (Drug and Alcohol Testing)	27.38	
12320	Substance Abuse Treatment Counselor	23.14	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.20	

13012	Exhibits Specialist II	26.26	
13013	Exhibits Specialist III	32.12	
13041	Illustrator I	21.21	
13042	Illustrator II	26.29	
13043	Illustrator III	32.15	
13047	Librarian	33.88	
13050	Library Aide/Clerk	15.17	***
13054	Library Information Technology Systems	30.60	
13058	Library Technician	20.37	
13061	Media Specialist I	18.97	
13062	Media Specialist II	21.21	
13063	Media Specialist III	23.65	
13071	Photographer I	18.95	
13072	Photographer II	21.20	
13073	Photographer III	26.26	
13074	Photographer IV	32.12	
13075	Photographer V	38.85	
13090	Technical Order Library Clerk	16.71	
13110	Video Teleconference Technician	20.39	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.92	
14042	Computer Operator II	21.18	
14043	Computer Operator III	23.60	
14044	Computer Operator IV	26.22	
14045	Computer Operator V	29.05	
14071	Computer Programmer I (see 1)	26.36	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.92	
14160	Personal Computer Support Technician	26.22	
14170	System Support Specialist	31.40	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	36.47	
15020	Aircrew Training Devices Instructor (Rated)	44.06	
15030	Air Crew Training Devices Instructor (Pilot)	52.81	
15050	Computer Based Training Specialist / Instructor	36.47	
15060	Educational Technologist	36.64	
15070	Flight Instructor (Pilot)	52.81	
15080	Graphic Artist	25.95	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.82	
15086	Maintenance Test Pilot, Rotary Wing	45.82	
15088	Non-Maintenance Test/Co-Pilot	45.82	
15090	Technical Instructor	28.03	
15095	Technical Instructor/Course Developer	34.28	
15110	Test Proctor	22.63	
15120	Tutor	22.63	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.84	***
16030	Counter Attendant	12.84	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.84	***
16090	Presser, Hand	12.84	***
16110	Presser, Machine, Drycleaning	12.84	***
16130	Presser, Machine, Shirts	12.84	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.84	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.28	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.52	
19040	Tool And Die Maker	30.34	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	21.53	
21030	Material Coordinator	23.36	
21040	Material Expediter	23.36	
21050	Material Handling Laborer	16.12	***
21071	Order Filler	17.31	
21080	Production Line Worker (Food Processing)	21.53	
21110	Shipping Packer	17.31	
21130	Shipping/Receiving Clerk	17.31	
21140	Store Worker I	15.23	***
21150	Stock Clerk	19.86	
21210	Tools And Parts Attendant	21.53	
21410	Warehouse Specialist	21.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.90	
23019	Aircraft Logs and Records Technician	22.81	
23021	Aircraft Mechanic I	26.72	
23022	Aircraft Mechanic II	27.90	
23023	Aircraft Mechanic III	29.15	
23040	Aircraft Mechanic Helper	20.18	
23050	Aircraft, Painter	25.52	
23060	Aircraft Servicer	22.81	
23070	Aircraft Survival Flight Equipment Technician	25.52	
23080	Aircraft Worker	24.20	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	24.20	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	26.72	
23110	Appliance Mechanic	25.52	
23120	Bicycle Repairer	21.53	
23125	Cable Splicer	38.09	
23130	Carpenter, Maintenance	21.88	
23140	Carpet Layer	24.20	
23160	Electrician, Maintenance	28.33	
23181	Electronics Technician Maintenance I	24.78	
23182	Electronics Technician Maintenance II	26.14	
23183	Electronics Technician Maintenance III	27.37	
23260	Fabric Worker	22.81	
23290	Fire Alarm System Mechanic	26.72	
23310	Fire Extinguisher Repairer	21.53	
23311	Fuel Distribution System Mechanic	32.69	
23312	Fuel Distribution System Operator	27.27	
23370	General Maintenance Worker	21.43	

23380	Ground Support Equipment Mechanic	26.72	
23381	Ground Support Equipment Servicer	22.81	
23382	Ground Support Equipment Worker	24.20	
23391	Gunsmith I	21.53	
23392	Gunsmith II	24.20	
23393	Gunsmith III	26.72	
23410	Heating, Ventilation And Air-Conditioning	23.17	
23411	Heating, Ventilation And Air Contidioning	24.16	
23430	Heavy Equipment Mechanic	24.34	
23440	Heavy Equipment Operator	22.91	
23460	Instrument Mechanic	26.72	
23465	Laboratory/Shelter Mechanic	25.52	
23470	Laborer	16.13	***
23510	Locksmith	25.52	
23530	Machinery Maintenance Mechanic	28.06	
23550	Machinist, Maintenance	28.35	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	26.72	
23592	Metrology Technician II	27.90	
23593	Metrology Technician III	29.15	
23640	Millwright	26.72	
23710	Office Appliance Repairer	25.52	
23760	Painter, Maintenance	21.75	
23790	Pipefitter, Maintenance	32.02	
23810	Plumber, Maintenance	29.98	
23820	Pneudraulic Systems Mechanic	26.72	
23850	Rigger	26.72	
23870	Scale Mechanic	24.20	
23890	Sheet-Metal Worker, Maintenance	24.19	
23910	Small Engine Mechanic	21.03	
23931	Telecommunications Mechanic I	32.57	
23932	Telecommunications Mechanic II	34.00	
23950	Telephone Lineman	35.61	
23960	Welder, Combination, Maintenance	24.65	
23965	Well Driller	26.72	
23970	Woodcraft Worker	26.72	
23980	Woodworker	21.53	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.64	***
24570	Child Care Attendant	12.68	***
24580	Child Care Center Clerk	15.81	***
24610	Chore Aide	11.81	***
24620	Family Readiness And Support Services	15.64	***
24630	Homemaker	16.90	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.86	
25040	Sewage Plant Operator	20.53	
25070	Stationary Engineer	25.86	
25190	Ventilation Equipment Tender	19.29	
25210	Water Treatment Plant Operator	20.53	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.69	
27007	Baggage Inspector	21.07	

27008	Corrections Officer	22.80	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	24.12	
27040	Detention Officer	22.80	
27070	Firefighter	24.63	
27101	Guard I	21.07	
27102	Guard II	24.12	
27131	Police Officer I	26.52	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.30	***
28042	Carnival Equipment Repairer	16.33	
28043	Carnival Worker	11.96	***
28210	Gate Attendant/Gate Tender	17.76	
28310	Lifeguard	14.08	***
28350	Park Attendant (Aide)	19.86	
28510	Recreation Aide/Health Facility Attendant	14.49	***
28515	Recreation Specialist	24.61	
28630	Sports Official	15.81	***
28690	Swimming Pool Operator	18.35	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.20	
29020	Hatch Tender	24.20	
29030	Line Handler	24.20	
29041	Stevedore I	22.81	
29042	Stevedore II	25.52	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.87	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.94	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.07	
30021	Archeological Technician I	19.56	
30022	Archeological Technician II	22.00	
30023	Archeological Technician III	27.27	
30030	Cartographic Technician	27.27	
30040	Civil Engineering Technician	27.11	
30051	Cryogenic Technician I	30.02	
30052	Cryogenic Technician II	33.16	
30061	Drafter/CAD Operator I	19.56	
30062	Drafter/CAD Operator II	22.00	
30063	Drafter/CAD Operator III	25.19	
30064	Drafter/CAD Operator IV	30.02	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	30.08	
30095	Evidence Control Specialist	27.11	
30210	Laboratory Technician	24.39	
30221	Latent Fingerprint Technician I	30.02	
30222	Latent Fingerprint Technician II	33.16	
30240	Mathematical Technician	27.12	

30361	Paralegal/Legal Assistant I	19.53	
30362	Paralegal/Legal Assistant II	25.78	
30363	Paralegal/Legal Assistant III	31.54	
30364	Paralegal/Legal Assistant IV	38.16	
30375	Petroleum Supply Specialist	33.16	
30390	Photo-Optics Technician	27.98	
30395	Radiation Control Technician	33.16	
30461	Technical Writer I	27.11	
30462	Technical Writer II	33.16	
30463	Technical Writer III	40.11	
30491	Unexploded Ordnance (UXO) Technician I	28.51	
30492	Unexploded Ordnance (UXO) Technician II	34.50	
30493	Unexploded Ordnance (UXO) Technician III	41.35	
30494	Unexploded (UXO) Safety Escort	28.51	
30495	Unexploded (UXO) Sweep Personnel	28.51	
30501	Weather Forecaster I	30.02	
30502	Weather Forecaster II	36.51	
30620	Weather Observer, Combined Upper Air Or (see 2)	25.19	
30621	Weather Observer, Senior (see 2)	27.12	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.50	
31020	Bus Aide	16.36	
31030	Bus Driver	20.85	
31043	Driver Courier	17.34	
31260	Parking and Lot Attendant	14.95	***
31290	Shuttle Bus Driver	17.23	
31310	Taxi Driver	14.51	***
31361	Truckdriver, Light	18.95	
31362	Truckdriver, Medium	21.61	
31363	Truckdriver, Heavy	23.14	
31364	Truckdriver, Tractor-Trailer	23.14	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.82	
99030	Cashier	11.91	***
99050	Desk Clerk	12.97	***
99095	Embalmer	28.51	
99130	Flight Follower	28.51	
99251	Laboratory Animal Caretaker I	13.80	***
99252	Laboratory Animal Caretaker II	14.73	***
99260	Marketing Analyst	24.73	
99310	Mortician	28.51	
99410	Pest Controller	24.20	
99510	Photofinishing Worker	14.98	***
99710	Recycling Laborer	15.45	***
99711	Recycling Specialist	18.06	
99730	Refuse Collector	14.12	***
99810	Sales Clerk	13.84	***
99820	School Crossing Guard	16.74	
99830	Survey Party Chief	22.00	
99831	Surveying Aide	13.75	***
99832	Surveying Technician	18.82	
99840	Vending Machine Attendant	21.41	
99841	Vending Machine Repairer	25.68	
99842	Vending Machine Repairer Helper	21.41	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4335

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4335/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Louisa, Orange

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.60	
01012	Accounting Clerk II	18.65	
01013	Accounting Clerk III	20.86	
01020	Administrative Assistant	28.49	
01035	Court Reporter	20.21	
01041	Customer Service Representative I	14.89	***
01042	Customer Service Representative II	16.25	
01043	Customer Service Representative III	18.25	
01051	Data Entry Operator I	15.48	***
01052	Data Entry Operator II	16.89	
01060	Dispatcher, Motor Vehicle	18.98	
01070	Document Preparation Clerk	15.75	***
01090	Duplicating Machine Operator	15.75	***
01111	General Clerk I	14.81	***

01112	General Clerk II	16.16	***
01113	General Clerk III	18.51	
01120	Housing Referral Assistant	22.06	
01141	Messenger Courier	12.84	***
01191	Order Clerk I	15.67	***
01192	Order Clerk II	17.10	
01261	Personnel Assistant (Employment) I	17.04	
01262	Personnel Assistant (Employment) II	19.06	
01263	Personnel Assistant (Employment) III	21.25	
01270	Production Control Clerk	23.36	
01290	Rental Clerk	17.45	
01300	Scheduler, Maintenance	17.69	
01311	Secretary I	17.69	
01312	Secretary II	19.78	
01313	Secretary III	22.06	
01320	Service Order Dispatcher	16.97	
01410	Supply Technician	28.49	
01420	Survey Worker	18.51	
01460	Switchboard Operator/Receptionist	15.28	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	15.75	***
01612	Word Processor II	17.69	
01613	Word Processor III	19.78	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.37	
05010	Automotive Electrician	21.42	
05040	Automotive Glass Installer	20.31	
05070	Automotive Worker	20.31	
05110	Mobile Equipment Servicer	18.07	
05130	Motor Equipment Metal Mechanic	22.43	
05160	Motor Equipment Metal Worker	20.31	
05190	Motor Vehicle Mechanic	22.89	
05220	Motor Vehicle Mechanic Helper	16.96	
05250	Motor Vehicle Upholstery Worker	19.14	
05280	Motor Vehicle Wrecker	20.31	
05310	Painter, Automotive	21.42	
05340	Radiator Repair Specialist	20.31	
05370	Tire Repairer	18.27	
05400	Transmission Repair Specialist	22.43	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.61	***
07041	Cook I	15.18	***
07042	Cook II	17.06	
07070	Dishwasher	11.08	***
07130	Food Service Worker	12.35	***
07210	Meat Cutter	18.94	
07260	Waiter/Waitress	11.36	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.39	
09040	Furniture Handler	16.84	
09080	Furniture Refinisher	24.39	

09090	Furniture Refinisher Helper	19.61	
09110	Furniture Repairer, Minor	21.82	
09130	Upholsterer	24.39	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.24	***
11060	Elevator Operator	14.12	***
11090	Gardener	19.84	
11122	Housekeeping Aide	14.12	***
11150	Janitor	14.12	***
11210	Laborer, Grounds Maintenance	15.89	***
11240	Maid or Houseman	12.33	***
11260	Pruner	14.53	***
11270	Tractor Operator	18.59	
11330	Trail Maintenance Worker	15.89	***
11360	Window Cleaner	15.44	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.21	
12011	Breath Alcohol Technician	22.09	
12012	Certified Occupational Therapist Assistant	30.83	
12015	Certified Physical Therapist Assistant	32.34	
12020	Dental Assistant	17.94	
12025	Dental Hygienist	40.72	
12030	EKG Technician	33.48	
12035	Electroneurodiagnostic Technologist	33.48	
12040	Emergency Medical Technician	19.21	
12071	Licensed Practical Nurse I	19.83	
12072	Licensed Practical Nurse II	22.17	
12073	Licensed Practical Nurse III	24.72	
12100	Medical Assistant	17.60	
12130	Medical Laboratory Technician	27.08	
12160	Medical Record Clerk	18.99	
12190	Medical Record Technician	25.06	
12195	Medical Transcriptionist	19.75	
12210	Nuclear Medicine Technologist	48.57	
12221	Nursing Assistant I	12.71	***
12222	Nursing Assistant II	14.29	***
12223	Nursing Assistant III	15.59	***
12224	Nursing Assistant IV	17.51	
12235	Optical Dispenser	22.09	
12236	Optical Technician	19.75	
12250	Pharmacy Technician	17.67	
12280	Phlebotomist	19.75	
12305	Radiologic Technologist	30.34	
12311	Registered Nurse I	26.44	
12312	Registered Nurse II	32.35	
12313	Registered Nurse II, Specialist	32.35	
12314	Registered Nurse III	39.15	
12315	Registered Nurse III, Anesthetist	39.15	
12316	Registered Nurse IV	46.92	
12317	Scheduler (Drug and Alcohol Testing)	27.38	
12320	Substance Abuse Treatment Counselor	23.14	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.21	

13012	Exhibits Specialist II	26.29	
13013	Exhibits Specialist III	32.15	
13041	Illustrator I	21.21	
13042	Illustrator II	26.29	
13043	Illustrator III	32.15	
13047	Librarian	29.11	
13050	Library Aide/Clerk	14.30	***
13054	Library Information Technology Systems	26.29	
13058	Library Technician	20.37	
13061	Media Specialist I	18.97	
13062	Media Specialist II	21.21	
13063	Media Specialist III	23.65	
13071	Photographer I	18.95	
13072	Photographer II	21.20	
13073	Photographer III	26.26	
13074	Photographer IV	32.12	
13075	Photographer V	38.85	
13090	Technical Order Library Clerk	16.71	
13110	Video Teleconference Technician	18.97	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.63	
14042	Computer Operator II	20.83	
14043	Computer Operator III	23.23	
14044	Computer Operator IV	25.82	
14045	Computer Operator V	28.59	
14071	Computer Programmer I (see 1)	24.99	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.63	
14160	Personal Computer Support Technician	25.82	
14170	System Support Specialist	31.40	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.42	
15020	Aircrew Training Devices Instructor (Rated)	38.22	
15030	Air Crew Training Devices Instructor (Pilot)	45.82	
15050	Computer Based Training Specialist / Instructor	33.42	
15060	Educational Technologist	36.64	
15070	Flight Instructor (Pilot)	45.82	
15080	Graphic Artist	25.42	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.82	
15086	Maintenance Test Pilot, Rotary Wing	45.82	
15088	Non-Maintenance Test/Co-Pilot	45.82	
15090	Technical Instructor	28.03	
15095	Technical Instructor/Course Developer	34.28	
15110	Test Proctor	22.63	
15120	Tutor	22.63	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.84	***
16030	Counter Attendant	12.84	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.84	***
16090	Presser, Hand	12.84	***
16110	Presser, Machine, Drycleaning	12.84	***
16130	Presser, Machine, Shirts	12.84	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.84	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.28	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.52	
19040	Tool And Die Maker	30.34	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	21.53	
21030	Material Coordinator	23.36	
21040	Material Expediter	23.36	
21050	Material Handling Laborer	16.12	***
21071	Order Filler	17.31	
21080	Production Line Worker (Food Processing)	21.53	
21110	Shipping Packer	17.31	
21130	Shipping/Receiving Clerk	17.31	
21140	Store Worker I	15.23	***
21150	Stock Clerk	19.86	
21210	Tools And Parts Attendant	21.53	
21410	Warehouse Specialist	21.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.90	
23019	Aircraft Logs and Records Technician	22.81	
23021	Aircraft Mechanic I	26.72	
23022	Aircraft Mechanic II	27.90	
23023	Aircraft Mechanic III	29.15	
23040	Aircraft Mechanic Helper	20.18	
23050	Aircraft, Painter	25.52	
23060	Aircraft Servicer	22.81	
23070	Aircraft Survival Flight Equipment Technician	25.52	
23080	Aircraft Worker	24.20	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	24.20	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	26.72	
23110	Appliance Mechanic	25.52	
23120	Bicycle Repairer	21.53	
23125	Cable Splicer	35.17	
23130	Carpenter, Maintenance	21.53	
23140	Carpet Layer	24.20	
23160	Electrician, Maintenance	28.33	
23181	Electronics Technician Maintenance I	24.78	
23182	Electronics Technician Maintenance II	26.24	
23183	Electronics Technician Maintenance III	27.53	
23260	Fabric Worker	22.81	
23290	Fire Alarm System Mechanic	26.72	
23310	Fire Extinguisher Repairer	21.53	
23311	Fuel Distribution System Mechanic	32.69	
23312	Fuel Distribution System Operator	26.34	
23370	General Maintenance Worker	18.75	

23380	Ground Support Equipment Mechanic	26.72	
23381	Ground Support Equipment Servicer	22.81	
23382	Ground Support Equipment Worker	24.20	
23391	Gunsmith I	21.53	
23392	Gunsmith II	24.20	
23393	Gunsmith III	26.72	
23410	Heating, Ventilation And Air-Conditioning	23.17	
23411	Heating, Ventilation And Air Contidioning	25.04	
23430	Heavy Equipment Mechanic	23.87	
23440	Heavy Equipment Operator	20.96	
23460	Instrument Mechanic	26.72	
23465	Laboratory/Shelter Mechanic	25.52	
23470	Laborer	16.12	***
23510	Locksmith	25.52	
23530	Machinery Maintenance Mechanic	28.54	
23550	Machinist, Maintenance	27.59	
23580	Maintenance Trades Helper	16.98	
23591	Metrology Technician I	26.72	
23592	Metrology Technician II	27.90	
23593	Metrology Technician III	29.15	
23640	Millwright	26.72	
23710	Office Appliance Repairer	25.45	
23760	Painter, Maintenance	19.52	
23790	Pipefitter, Maintenance	32.02	
23810	Plumber, Maintenance	29.98	
23820	Pneudraulic Systems Mechanic	26.72	
23850	Rigger	26.72	
23870	Scale Mechanic	24.20	
23890	Sheet-Metal Worker, Maintenance	24.19	
23910	Small Engine Mechanic	20.01	
23931	Telecommunications Mechanic I	31.03	
23932	Telecommunications Mechanic II	32.39	
23950	Telephone Lineman	35.61	
23960	Welder, Combination, Maintenance	24.65	
23965	Well Driller	26.72	
23970	Woodcraft Worker	26.72	
23980	Woodworker	21.53	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.64	***
24570	Child Care Attendant	12.06	***
24580	Child Care Center Clerk	15.04	***
24610	Chore Aide	11.69	***
24620	Family Readiness And Support Services	15.64	***
24630	Homemaker	15.64	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.86	
25040	Sewage Plant Operator	20.53	
25070	Stationary Engineer	25.86	
25190	Ventilation Equipment Tender	19.29	
25210	Water Treatment Plant Operator	20.53	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.69	
27007	Baggage Inspector	21.07	

27008	Corrections Officer	22.26	
27010	Court Security Officer	21.30	
27030	Detection Dog Handler	23.57	
27040	Detention Officer	22.26	
27070	Firefighter	22.67	
27101	Guard I	21.07	
27102	Guard II	23.57	
27131	Police Officer I	23.07	
27132	Police Officer II	25.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.30	***
28042	Carnival Equipment Repairer	16.33	
28043	Carnival Worker	11.96	***
28210	Gate Attendant/Gate Tender	17.76	
28310	Lifeguard	14.47	***
28350	Park Attendant (Aide)	19.86	
28510	Recreation Aide/Health Facility Attendant	14.49	***
28515	Recreation Specialist	24.61	
28630	Sports Official	15.81	***
28690	Swimming Pool Operator	18.35	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.20	
29020	Hatch Tender	24.20	
29030	Line Handler	24.20	
29041	Stevedore I	22.81	
29042	Stevedore II	25.52	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.87	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.94	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.07	
30021	Archeological Technician I	19.56	
30022	Archeological Technician II	21.88	
30023	Archeological Technician III	27.11	
30030	Cartographic Technician	27.11	
30040	Civil Engineering Technician	27.11	
30051	Cryogenic Technician I	30.02	
30052	Cryogenic Technician II	33.16	
30061	Drafter/CAD Operator I	19.56	
30062	Drafter/CAD Operator II	21.88	
30063	Drafter/CAD Operator III	24.39	
30064	Drafter/CAD Operator IV	30.02	
30081	Engineering Technician I	17.42	
30082	Engineering Technician II	19.56	
30083	Engineering Technician III	21.88	
30084	Engineering Technician IV	27.11	
30085	Engineering Technician V	33.16	
30086	Engineering Technician VI	40.11	
30090	Environmental Technician	28.68	
30095	Evidence Control Specialist	27.11	
30210	Laboratory Technician	24.39	
30221	Latent Fingerprint Technician I	30.02	
30222	Latent Fingerprint Technician II	33.16	
30240	Mathematical Technician	27.11	

30361	Paralegal/Legal Assistant I	18.99	
30362	Paralegal/Legal Assistant II	24.16	
30363	Paralegal/Legal Assistant III	29.54	
30364	Paralegal/Legal Assistant IV	35.74	
30375	Petroleum Supply Specialist	33.16	
30390	Photo-Optics Technician	27.11	
30395	Radiation Control Technician	33.16	
30461	Technical Writer I	27.11	
30462	Technical Writer II	33.16	
30463	Technical Writer III	40.11	
30491	Unexploded Ordnance (UXO) Technician I	28.51	
30492	Unexploded Ordnance (UXO) Technician II	34.50	
30493	Unexploded Ordnance (UXO) Technician III	41.35	
30494	Unexploded (UXO) Safety Escort	28.51	
30495	Unexploded (UXO) Sweep Personnel	28.51	
30501	Weather Forecaster I	30.02	
30502	Weather Forecaster II	36.51	
30620	Weather Observer, Combined Upper Air Or (see 2)	24.39	
30621	Weather Observer, Senior (see 2)	27.11	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.50	
31020	Bus Aide	16.36	
31030	Bus Driver	19.87	
31043	Driver Courier	15.98	***
31260	Parking and Lot Attendant	14.38	***
31290	Shuttle Bus Driver	15.64	***
31310	Taxi Driver	14.30	***
31361	Truckdriver, Light	17.20	
31362	Truckdriver, Medium	21.61	
31363	Truckdriver, Heavy	23.14	
31364	Truckdriver, Tractor-Trailer	23.14	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.82	
99030	Cashier	11.91	***
99050	Desk Clerk	12.96	***
99095	Embalmer	31.44	
99130	Flight Follower	28.51	
99251	Laboratory Animal Caretaker I	13.80	***
99252	Laboratory Animal Caretaker II	14.73	***
99260	Marketing Analyst	24.73	
99310	Mortician	31.44	
99410	Pest Controller	24.20	
99510	Photofinishing Worker	14.98	***
99710	Recycling Laborer	15.45	***
99711	Recycling Specialist	18.06	
99730	Refuse Collector	14.12	***
99810	Sales Clerk	13.84	***
99820	School Crossing Guard	16.74	
99830	Survey Party Chief	21.00	
99831	Surveying Aide	13.75	***
99832	Surveying Technician	18.82	
99840	Vending Machine Attendant	21.41	
99841	Vending Machine Repairer	25.68	
99842	Vending Machine Repairer Helper	21.41	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4337

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/10/2023

Source : <https://sam.gov/wage-determination/2015-4337/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Alleghany, Bath, Highland, Rockbridge

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.60	
01012	Accounting Clerk II	18.65	
01013	Accounting Clerk III	20.86	
01020	Administrative Assistant	28.41	
01035	Court Reporter	19.78	
01041	Customer Service Representative I	14.89	***
01042	Customer Service Representative II	16.25	
01043	Customer Service Representative III	18.25	
01051	Data Entry Operator I	15.48	***
01052	Data Entry Operator II	16.89	
01060	Dispatcher, Motor Vehicle	18.98	
01070	Document Preparation Clerk	15.75	***
01090	Duplicating Machine Operator	15.75	***
01111	General Clerk I	14.81	***

01112	General Clerk II	16.16	***
01113	General Clerk III	18.15	
01120	Housing Referral Assistant	22.06	
01141	Messenger Courier	12.84	***
01191	Order Clerk I	15.00	***
01192	Order Clerk II	16.37	
01261	Personnel Assistant (Employment) I	17.04	
01262	Personnel Assistant (Employment) II	19.06	
01263	Personnel Assistant (Employment) III	21.25	
01270	Production Control Clerk	23.36	
01290	Rental Clerk	17.00	
01300	Scheduler, Maintenance	17.69	
01311	Secretary I	17.69	
01312	Secretary II	19.78	
01313	Secretary III	22.06	
01320	Service Order Dispatcher	16.97	
01410	Supply Technician	28.41	
01420	Survey Worker	18.51	
01460	Switchboard Operator/Receptionist	14.29	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	15.75	***
01612	Word Processor II	17.69	
01613	Word Processor III	19.78	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.37	
05010	Automotive Electrician	21.21	
05040	Automotive Glass Installer	20.11	
05070	Automotive Worker	20.11	
05110	Mobile Equipment Servicer	17.89	
05130	Motor Equipment Metal Mechanic	22.21	
05160	Motor Equipment Metal Worker	20.11	
05190	Motor Vehicle Mechanic	22.21	
05220	Motor Vehicle Mechanic Helper	16.77	
05250	Motor Vehicle Upholstery Worker	18.95	
05280	Motor Vehicle Wrecker	20.11	
05310	Painter, Automotive	21.21	
05340	Radiator Repair Specialist	20.11	
05370	Tire Repairer	18.27	
05400	Transmission Repair Specialist	22.21	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.48	***
07041	Cook I	15.18	***
07042	Cook II	17.06	
07070	Dishwasher	11.08	***
07130	Food Service Worker	12.35	***
07210	Meat Cutter	18.94	
07260	Waiter/Waitress	11.36	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.37	
09040	Furniture Handler	15.12	***
09080	Furniture Refinisher	22.37	

09090	Furniture Refinisher Helper	17.68	
09110	Furniture Repairer, Minor	19.99	
09130	Upholsterer	22.37	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.24	***
11060	Elevator Operator	14.12	***
11090	Gardener	19.84	
11122	Housekeeping Aide	14.12	***
11150	Janitor	14.12	***
11210	Laborer, Grounds Maintenance	15.89	***
11240	Maid or Houseman	12.33	***
11260	Pruner	14.53	***
11270	Tractor Operator	18.59	
11330	Trail Maintenance Worker	15.89	***
11360	Window Cleaner	15.44	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.21	
12011	Breath Alcohol Technician	22.09	
12012	Certified Occupational Therapist Assistant	32.26	
12015	Certified Physical Therapist Assistant	32.40	
12020	Dental Assistant	17.94	
12025	Dental Hygienist	39.59	
12030	EKG Technician	33.48	
12035	Electroneurodiagnostic Technologist	33.48	
12040	Emergency Medical Technician	19.21	
12071	Licensed Practical Nurse I	19.75	
12072	Licensed Practical Nurse II	22.09	
12073	Licensed Practical Nurse III	24.63	
12100	Medical Assistant	17.60	
12130	Medical Laboratory Technician	27.08	
12160	Medical Record Clerk	18.00	
12190	Medical Record Technician	24.35	
12195	Medical Transcriptionist	19.75	
12210	Nuclear Medicine Technologist	48.57	
12221	Nursing Assistant I	12.71	***
12222	Nursing Assistant II	14.29	***
12223	Nursing Assistant III	15.59	***
12224	Nursing Assistant IV	17.51	
12235	Optical Dispenser	22.09	
12236	Optical Technician	19.75	
12250	Pharmacy Technician	17.67	
12280	Phlebotomist	19.75	
12305	Radiologic Technologist	30.34	
12311	Registered Nurse I	26.44	
12312	Registered Nurse II	32.35	
12313	Registered Nurse II, Specialist	32.35	
12314	Registered Nurse III	39.15	
12315	Registered Nurse III, Anesthetist	39.15	
12316	Registered Nurse IV	46.92	
12317	Scheduler (Drug and Alcohol Testing)	27.38	
12320	Substance Abuse Treatment Counselor	23.14	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.20	

13012	Exhibits Specialist II	26.26	
13013	Exhibits Specialist III	32.12	
13041	Illustrator I	21.20	
13042	Illustrator II	26.26	
13043	Illustrator III	32.12	
13047	Librarian	29.07	
13050	Library Aide/Clerk	13.30	***
13054	Library Information Technology Systems	26.26	
13058	Library Technician	18.25	
13061	Media Specialist I	18.95	
13062	Media Specialist II	21.20	
13063	Media Specialist III	23.62	
13071	Photographer I	18.95	
13072	Photographer II	21.20	
13073	Photographer III	26.26	
13074	Photographer IV	32.12	
13075	Photographer V	38.85	
13090	Technical Order Library Clerk	16.71	
13110	Video Teleconference Technician	18.95	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.81	
14042	Computer Operator II	19.91	
14043	Computer Operator III	22.51	
14044	Computer Operator IV	25.04	
14045	Computer Operator V	27.70	
14071	Computer Programmer I (see 1)	20.42	
14072	Computer Programmer II (see 1)	24.60	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	17.81	
14160	Personal Computer Support Technician	25.04	
14170	System Support Specialist	31.40	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.59	
15020	Aircrew Training Devices Instructor (Rated)	38.22	
15030	Air Crew Training Devices Instructor (Pilot)	45.82	
15050	Computer Based Training Specialist / Instructor	31.59	
15060	Educational Technologist	34.54	
15070	Flight Instructor (Pilot)	45.82	
15080	Graphic Artist	23.99	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.82	
15086	Maintenance Test Pilot, Rotary Wing	45.82	
15088	Non-Maintenance Test/Co-Pilot	45.82	
15090	Technical Instructor	28.03	
15095	Technical Instructor/Course Developer	34.28	
15110	Test Proctor	22.63	
15120	Tutor	22.63	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.84	***
16030	Counter Attendant	12.84	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.84	***
16090	Presser, Hand	12.84	***
16110	Presser, Machine, Drycleaning	12.84	***
16130	Presser, Machine, Shirts	12.84	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.84	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.28	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.52	
19040	Tool And Die Maker	30.34	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	21.53	
21030	Material Coordinator	23.36	
21040	Material Expediter	23.36	
21050	Material Handling Laborer	16.12	***
21071	Order Filler	15.70	***
21080	Production Line Worker (Food Processing)	21.53	
21110	Shipping Packer	17.31	
21130	Shipping/Receiving Clerk	17.31	
21140	Store Worker I	15.23	***
21150	Stock Clerk	19.86	
21210	Tools And Parts Attendant	21.53	
21410	Warehouse Specialist	21.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.90	
23019	Aircraft Logs and Records Technician	22.81	
23021	Aircraft Mechanic I	26.72	
23022	Aircraft Mechanic II	27.90	
23023	Aircraft Mechanic III	29.15	
23040	Aircraft Mechanic Helper	20.18	
23050	Aircraft, Painter	25.52	
23060	Aircraft Servicer	22.81	
23070	Aircraft Survival Flight Equipment Technician	25.52	
23080	Aircraft Worker	24.20	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	24.20	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	26.72	
23110	Appliance Mechanic	25.52	
23120	Bicycle Repairer	21.53	
23125	Cable Splicer	34.36	
23130	Carpenter, Maintenance	21.53	
23140	Carpet Layer	24.20	
23160	Electrician, Maintenance	28.33	
23181	Electronics Technician Maintenance I	24.78	
23182	Electronics Technician Maintenance II	26.14	
23183	Electronics Technician Maintenance III	27.37	
23260	Fabric Worker	22.81	
23290	Fire Alarm System Mechanic	26.72	
23310	Fire Extinguisher Repairer	21.53	
23311	Fuel Distribution System Mechanic	32.69	
23312	Fuel Distribution System Operator	26.34	
23370	General Maintenance Worker	18.75	

23380	Ground Support Equipment Mechanic	26.72	
23381	Ground Support Equipment Servicer	22.81	
23382	Ground Support Equipment Worker	24.20	
23391	Gunsmith I	21.53	
23392	Gunsmith II	24.20	
23393	Gunsmith III	26.72	
23410	Heating, Ventilation And Air-Conditioning	23.00	
23411	Heating, Ventilation And Air Contidioning	24.01	
23430	Heavy Equipment Mechanic	23.87	
23440	Heavy Equipment Operator	20.96	
23460	Instrument Mechanic	26.72	
23465	Laboratory/Shelter Mechanic	25.52	
23470	Laborer	16.12	***
23510	Locksmith	25.52	
23530	Machinery Maintenance Mechanic	28.06	
23550	Machinist, Maintenance	27.59	
23580	Maintenance Trades Helper	15.37	***
23591	Metrology Technician I	26.72	
23592	Metrology Technician II	27.90	
23593	Metrology Technician III	29.15	
23640	Millwright	26.72	
23710	Office Appliance Repairer	24.24	
23760	Painter, Maintenance	18.00	
23790	Pipefitter, Maintenance	29.51	
23810	Plumber, Maintenance	28.19	
23820	Pneudraulic Systems Mechanic	26.72	
23850	Rigger	26.72	
23870	Scale Mechanic	24.20	
23890	Sheet-Metal Worker, Maintenance	24.19	
23910	Small Engine Mechanic	20.01	
23931	Telecommunications Mechanic I	31.03	
23932	Telecommunications Mechanic II	32.39	
23950	Telephone Lineman	34.79	
23960	Welder, Combination, Maintenance	24.65	
23965	Well Driller	26.72	
23970	Woodcraft Worker	26.72	
23980	Woodworker	21.53	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.61	***
24570	Child Care Attendant	12.06	***
24580	Child Care Center Clerk	15.04	***
24610	Chore Aide	11.69	***
24620	Family Readiness And Support Services	15.61	***
24630	Homemaker	15.61	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	28.23	
25040	Sewage Plant Operator	20.53	
25070	Stationary Engineer	28.23	
25190	Ventilation Equipment Tender	20.49	
25210	Water Treatment Plant Operator	20.53	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.69	
27007	Baggage Inspector	20.50	

27008	Corrections Officer	22.26	
27010	Court Security Officer	20.67	
27030	Detection Dog Handler	22.93	
27040	Detention Officer	22.26	
27070	Firefighter	20.15	
27101	Guard I	20.50	
27102	Guard II	22.93	
27131	Police Officer I	22.12	
27132	Police Officer II	24.59	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.30	***
28042	Carnival Equipment Repairer	16.33	
28043	Carnival Worker	11.96	***
28210	Gate Attendant/Gate Tender	17.76	
28310	Lifeguard	14.08	***
28350	Park Attendant (Aide)	19.86	
28510	Recreation Aide/Health Facility Attendant	14.49	***
28515	Recreation Specialist	24.61	
28630	Sports Official	15.81	***
28690	Swimming Pool Operator	18.35	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.20	
29020	Hatch Tender	24.20	
29030	Line Handler	24.20	
29041	Stevedore I	22.81	
29042	Stevedore II	25.52	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.87	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.94	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.07	
30021	Archeological Technician I	19.56	
30022	Archeological Technician II	21.88	
30023	Archeological Technician III	27.11	
30030	Cartographic Technician	27.11	
30040	Civil Engineering Technician	27.11	
30051	Cryogenic Technician I	30.02	
30052	Cryogenic Technician II	33.16	
30061	Drafter/CAD Operator I	19.56	
30062	Drafter/CAD Operator II	21.88	
30063	Drafter/CAD Operator III	24.39	
30064	Drafter/CAD Operator IV	30.02	
30081	Engineering Technician I	16.46	
30082	Engineering Technician II	18.48	
30083	Engineering Technician III	20.68	
30084	Engineering Technician IV	25.60	
30085	Engineering Technician V	31.32	
30086	Engineering Technician VI	37.88	
30090	Environmental Technician	28.68	
30095	Evidence Control Specialist	27.11	
30210	Laboratory Technician	24.39	
30221	Latent Fingerprint Technician I	30.02	
30222	Latent Fingerprint Technician II	33.16	
30240	Mathematical Technician	27.11	

30361	Paralegal/Legal Assistant I	18.99	
30362	Paralegal/Legal Assistant II	23.53	
30363	Paralegal/Legal Assistant III	28.77	
30364	Paralegal/Legal Assistant IV	34.81	
30375	Petroleum Supply Specialist	33.16	
30390	Photo-Optics Technician	27.11	
30395	Radiation Control Technician	33.16	
30461	Technical Writer I	27.11	
30462	Technical Writer II	33.16	
30463	Technical Writer III	40.11	
30491	Unexploded Ordnance (UXO) Technician I	28.51	
30492	Unexploded Ordnance (UXO) Technician II	34.50	
30493	Unexploded Ordnance (UXO) Technician III	41.35	
30494	Unexploded (UXO) Safety Escort	28.51	
30495	Unexploded (UXO) Sweep Personnel	28.51	
30501	Weather Forecaster I	30.02	
30502	Weather Forecaster II	36.51	
30620	Weather Observer, Combined Upper Air Or (see 2)	24.39	
30621	Weather Observer, Senior (see 2)	27.11	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.50	
31020	Bus Aide	15.73	***
31030	Bus Driver	19.12	
31043	Driver Courier	15.95	***
31260	Parking and Lot Attendant	14.93	***
31290	Shuttle Bus Driver	14.84	***
31310	Taxi Driver	14.84	***
31361	Truckdriver, Light	17.02	
31362	Truckdriver, Medium	18.03	
31363	Truckdriver, Heavy	23.14	
31364	Truckdriver, Tractor-Trailer	23.14	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.82	
99030	Cashier	11.91	***
99050	Desk Clerk	12.27	***
99095	Embalmer	28.51	
99130	Flight Follower	28.51	
99251	Laboratory Animal Caretaker I	13.80	***
99252	Laboratory Animal Caretaker II	14.73	***
99260	Marketing Analyst	24.73	
99310	Mortician	28.51	
99410	Pest Controller	24.20	
99510	Photofinishing Worker	14.98	***
99710	Recycling Laborer	15.45	***
99711	Recycling Specialist	18.06	
99730	Refuse Collector	14.12	***
99810	Sales Clerk	13.84	***
99820	School Crossing Guard	16.74	
99830	Survey Party Chief	22.70	
99831	Surveying Aide	13.75	***
99832	Surveying Technician	18.82	
99840	Vending Machine Attendant	21.41	
99841	Vending Machine Repairer	25.68	
99842	Vending Machine Repairer Helper	21.41	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4339

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 20

Date Of Last Revision : 06/12/2023

Source : <https://sam.gov/wage-determination/2015-4339/20>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Tennessee, Virginia

Area: Tennessee Counties of Hawkins, Sullivan Virginia Counties of Scott, Washington

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.62	***
01012	Accounting Clerk II	16.43	
01013	Accounting Clerk III	18.37	
01020	Administrative Assistant	25.28	
01035	Court Reporter	19.66	
01041	Customer Service Representative I	13.64	***
01042	Customer Service Representative II	15.12	***
01043	Customer Service Representative III	16.72	
01051	Data Entry Operator I	15.94	***
01052	Data Entry Operator II	17.39	
01060	Dispatcher, Motor Vehicle	20.27	
01070	Document Preparation Clerk	15.65	***
01090	Duplicating Machine Operator	15.65	***
01111	General Clerk I	14.31	***

01112	General Clerk II	15.61	***
01113	General Clerk III	17.54	
01120	Housing Referral Assistant	21.92	
01141	Messenger Courier	13.35	***
01191	Order Clerk I	16.36	
01192	Order Clerk II	17.85	
01261	Personnel Assistant (Employment) I	17.80	
01262	Personnel Assistant (Employment) II	19.91	
01263	Personnel Assistant (Employment) III	22.19	
01270	Production Control Clerk	27.38	
01290	Rental Clerk	13.99	***
01300	Scheduler, Maintenance	17.58	
01311	Secretary I	17.58	
01312	Secretary II	19.66	
01313	Secretary III	21.92	
01320	Service Order Dispatcher	18.13	
01410	Supply Technician	25.28	
01420	Survey Worker	15.03	***
01460	Switchboard Operator/Receptionist	13.98	***
01531	Travel Clerk I	14.71	***
01532	Travel Clerk II	15.35	***
01533	Travel Clerk III	16.19	***
01611	Word Processor I	15.65	***
01612	Word Processor II	17.58	
01613	Word Processor III	19.66	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.43	
05010	Automotive Electrician	17.44	
05040	Automotive Glass Installer	16.51	
05070	Automotive Worker	16.51	
05110	Mobile Equipment Servicer	14.62	***
05130	Motor Equipment Metal Mechanic	18.36	
05160	Motor Equipment Metal Worker	16.51	
05190	Motor Vehicle Mechanic	18.36	
05220	Motor Vehicle Mechanic Helper	13.67	***
05250	Motor Vehicle Upholstery Worker	15.56	***
05280	Motor Vehicle Wrecker	16.51	
05310	Painter, Automotive	17.44	
05340	Radiator Repair Specialist	16.51	
05370	Tire Repairer	14.72	***
05400	Transmission Repair Specialist	18.36	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.50	***
07041	Cook I	13.13	***
07042	Cook II	14.84	***
07070	Dishwasher	11.00	***
07130	Food Service Worker	11.00	***
07210	Meat Cutter	16.01	***
07260	Waiter/Waitress	10.25	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.63	
09040	Furniture Handler	14.69	***
09080	Furniture Refinisher	21.63	

09090	Furniture Refinisher Helper	17.27	
09110	Furniture Repairer, Minor	19.56	
09130	Upholsterer	21.63	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.74	***
11060	Elevator Operator	14.60	***
11090	Gardener	18.09	
11122	Housekeeping Aide	12.78	***
11150	Janitor	12.78	***
11210	Laborer, Grounds Maintenance	14.38	***
11240	Maid or Houseman	11.25	***
11260	Pruner	13.19	***
11270	Tractor Operator	16.91	
11330	Trail Maintenance Worker	14.38	***
11360	Window Cleaner	13.94	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.82	
12011	Breath Alcohol Technician	18.62	
12012	Certified Occupational Therapist Assistant	32.39	
12015	Certified Physical Therapist Assistant	28.75	
12020	Dental Assistant	17.83	
12025	Dental Hygienist	35.20	
12030	EKG Technician	24.53	
12035	Electroneurodiagnostic Technologist	24.53	
12040	Emergency Medical Technician	17.82	
12071	Licensed Practical Nurse I	16.65	
12072	Licensed Practical Nurse II	18.62	
12073	Licensed Practical Nurse III	20.76	
12100	Medical Assistant	16.76	
12130	Medical Laboratory Technician	23.32	
12160	Medical Record Clerk	15.42	***
12190	Medical Record Technician	17.26	
12195	Medical Transcriptionist	16.83	
12210	Nuclear Medicine Technologist	40.93	
12221	Nursing Assistant I	12.19	***
12222	Nursing Assistant II	13.70	***
12223	Nursing Assistant III	14.95	***
12224	Nursing Assistant IV	16.78	
12235	Optical Dispenser	21.60	
12236	Optical Technician	16.65	
12250	Pharmacy Technician	15.80	***
12280	Phlebotomist	15.44	***
12305	Radiologic Technologist	24.65	
12311	Registered Nurse I	25.16	
12312	Registered Nurse II	30.76	
12313	Registered Nurse II, Specialist	30.76	
12314	Registered Nurse III	37.22	
12315	Registered Nurse III, Anesthetist	37.22	
12316	Registered Nurse IV	44.61	
12317	Scheduler (Drug and Alcohol Testing)	23.08	
12320	Substance Abuse Treatment Counselor	19.45	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.75	

13012	Exhibits Specialist II	25.70	
13013	Exhibits Specialist III	31.43	
13041	Illustrator I	20.75	
13042	Illustrator II	25.70	
13043	Illustrator III	31.43	
13047	Librarian	28.46	
13050	Library Aide/Clerk	11.32	***
13054	Library Information Technology Systems	25.70	
13058	Library Technician	16.79	
13061	Media Specialist I	18.55	
13062	Media Specialist II	20.75	
13063	Media Specialist III	23.12	
13071	Photographer I	18.55	
13072	Photographer II	20.75	
13073	Photographer III	25.70	
13074	Photographer IV	31.43	
13075	Photographer V	38.04	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	18.55	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.21	
14042	Computer Operator II	21.49	
14043	Computer Operator III	23.95	
14044	Computer Operator IV	26.62	
14045	Computer Operator V	29.48	
14071	Computer Programmer I (see 1)	21.54	
14072	Computer Programmer II (see 1)	26.68	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	19.21	
14160	Personal Computer Support Technician	26.62	
14170	System Support Specialist	29.48	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.43	
15020	Aircrew Training Devices Instructor (Rated)	38.03	
15030	Air Crew Training Devices Instructor (Pilot)	45.59	
15050	Computer Based Training Specialist / Instructor	31.43	
15060	Educational Technologist	29.95	
15070	Flight Instructor (Pilot)	45.59	
15080	Graphic Artist	22.46	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.59	
15086	Maintenance Test Pilot, Rotary Wing	45.59	
15088	Non-Maintenance Test/Co-Pilot	45.59	
15090	Technical Instructor	24.71	
15095	Technical Instructor/Course Developer	30.23	
15110	Test Proctor	19.95	
15120	Tutor	19.95	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.23	***
16030	Counter Attendant	11.23	***

16040	Dry Cleaner	14.15	***
16070	Finisher, Flatwork, Machine	11.23	***
16090	Presser, Hand	11.23	***
16110	Presser, Machine, Drycleaning	11.23	***
16130	Presser, Machine, Shirts	11.23	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.23	***
16190	Sewing Machine Operator	15.02	***
16220	Tailor	15.84	***
16250	Washer, Machine	12.28	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	20.06	
19040	Tool And Die Maker	23.87	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.89	
21030	Material Coordinator	27.38	
21040	Material Expediter	27.38	
21050	Material Handling Laborer	15.25	***
21071	Order Filler	14.57	***
21080	Production Line Worker (Food Processing)	18.89	
21110	Shipping Packer	17.77	
21130	Shipping/Receiving Clerk	17.77	
21140	Store Worker I	13.09	***
21150	Stock Clerk	17.03	
21210	Tools And Parts Attendant	18.89	
21410	Warehouse Specialist	18.89	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	26.22	
23019	Aircraft Logs and Records Technician	21.10	
23021	Aircraft Mechanic I	24.90	
23022	Aircraft Mechanic II	26.22	
23023	Aircraft Mechanic III	27.53	
23040	Aircraft Mechanic Helper	18.54	
23050	Aircraft, Painter	23.66	
23060	Aircraft Servicer	21.10	
23070	Aircraft Survival Flight Equipment Technician	23.66	
23080	Aircraft Worker	22.39	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	22.39	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	24.90	
23110	Appliance Mechanic	23.66	
23120	Bicycle Repairer	19.83	
23125	Cable Splicer	37.15	
23130	Carpenter, Maintenance	20.37	
23140	Carpet Layer	22.39	
23160	Electrician, Maintenance	24.26	
23181	Electronics Technician Maintenance I	26.14	
23182	Electronics Technician Maintenance II	27.62	
23183	Electronics Technician Maintenance III	29.07	
23260	Fabric Worker	21.10	
23290	Fire Alarm System Mechanic	24.90	
23310	Fire Extinguisher Repairer	19.83	
23311	Fuel Distribution System Mechanic	26.63	
23312	Fuel Distribution System Operator	21.21	
23370	General Maintenance Worker	18.74	

23380	Ground Support Equipment Mechanic	24.90	
23381	Ground Support Equipment Servicer	21.10	
23382	Ground Support Equipment Worker	22.39	
23391	Gunsmith I	19.83	
23392	Gunsmith II	22.39	
23393	Gunsmith III	24.90	
23410	Heating, Ventilation And Air-Conditioning	21.37	
23411	Heating, Ventilation And Air Contidioning	22.50	
23430	Heavy Equipment Mechanic	24.60	
23440	Heavy Equipment Operator	19.14	
23460	Instrument Mechanic	24.90	
23465	Laboratory/Shelter Mechanic	23.66	
23470	Laborer	15.25	***
23510	Locksmith	23.66	
23530	Machinery Maintenance Mechanic	32.57	
23550	Machinist, Maintenance	23.24	
23580	Maintenance Trades Helper	15.20	***
23591	Metrology Technician I	24.90	
23592	Metrology Technician II	26.22	
23593	Metrology Technician III	27.53	
23640	Millwright	28.75	
23710	Office Appliance Repairer	18.22	
23760	Painter, Maintenance	17.02	
23790	Pipefitter, Maintenance	24.99	
23810	Plumber, Maintenance	23.74	
23820	Pneudraulic Systems Mechanic	24.90	
23850	Rigger	24.90	
23870	Scale Mechanic	22.39	
23890	Sheet-Metal Worker, Maintenance	20.50	
23910	Small Engine Mechanic	17.58	
23931	Telecommunications Mechanic I	25.90	
23932	Telecommunications Mechanic II	27.27	
23950	Telephone Lineman	25.81	
23960	Welder, Combination, Maintenance	22.54	
23965	Well Driller	24.90	
23970	Woodcraft Worker	24.90	
23980	Woodworker	19.83	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.75	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.71	***
24610	Chore Aide	11.57	***
24620	Family Readiness And Support Services	15.75	***
24630	Homemaker	15.75	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.21	
25040	Sewage Plant Operator	22.19	
25070	Stationary Engineer	24.21	
25190	Ventilation Equipment Tender	18.03	
25210	Water Treatment Plant Operator	22.19	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	16.84	
27007	Baggage Inspector	14.22	***

27008	Corrections Officer	18.35	
27010	Court Security Officer	18.50	
27030	Detection Dog Handler	15.90	***
27040	Detention Officer	18.35	
27070	Firefighter	17.05	
27101	Guard I	14.22	***
27102	Guard II	15.90	***
27131	Police Officer I	21.59	
27132	Police Officer II	24.00	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.10	***
28042	Carnival Equipment Repairer	15.08	***
28043	Carnival Worker	11.00	***
28210	Gate Attendant/Gate Tender	14.10	***
28310	Lifeguard	11.00	***
28350	Park Attendant (Aide)	15.76	***
28510	Recreation Aide/Health Facility Attendant	11.50	***
28515	Recreation Specialist	19.53	
28630	Sports Official	12.55	***
28690	Swimming Pool Operator	17.03	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.39	
29020	Hatch Tender	22.39	
29030	Line Handler	22.39	
29041	Stevedore I	21.10	
29042	Stevedore II	23.66	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	18.48	
30022	Archeological Technician II	21.10	
30023	Archeological Technician III	25.64	
30030	Cartographic Technician	25.42	
30040	Civil Engineering Technician	23.91	
30051	Cryogenic Technician I	27.67	
30052	Cryogenic Technician II	30.56	
30061	Drafter/CAD Operator I	18.48	
30062	Drafter/CAD Operator II	21.10	
30063	Drafter/CAD Operator III	23.79	
30064	Drafter/CAD Operator IV	27.67	
30081	Engineering Technician I	15.38	***
30082	Engineering Technician II	17.27	
30083	Engineering Technician III	19.32	
30084	Engineering Technician IV	23.93	
30085	Engineering Technician V	29.27	
30086	Engineering Technician VI	35.42	
30090	Environmental Technician	24.65	
30095	Evidence Control Specialist	24.99	
30210	Laboratory Technician	27.33	
30221	Latent Fingerprint Technician I	27.67	
30222	Latent Fingerprint Technician II	30.56	
30240	Mathematical Technician	25.42	

30361	Paralegal/Legal Assistant I	22.04	
30362	Paralegal/Legal Assistant II	27.32	
30363	Paralegal/Legal Assistant III	33.40	
30364	Paralegal/Legal Assistant IV	40.41	
30375	Petroleum Supply Specialist	30.56	
30390	Photo-Optics Technician	25.42	
30395	Radiation Control Technician	30.56	
30461	Technical Writer I	24.66	
30462	Technical Writer II	30.87	
30463	Technical Writer III	36.28	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	27.67	
30502	Weather Forecaster II	33.65	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.79	
30621	Weather Observer, Senior (see 2)	24.99	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	14.30	***
31030	Bus Driver	19.82	
31043	Driver Courier	17.84	
31260	Parking and Lot Attendant	13.42	***
31290	Shuttle Bus Driver	17.31	
31310	Taxi Driver	13.40	***
31361	Truckdriver, Light	19.04	
31362	Truckdriver, Medium	20.25	
31363	Truckdriver, Heavy	21.93	
31364	Truckdriver, Tractor-Trailer	21.93	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	11.00	***
99050	Desk Clerk	11.03	***
99095	Embalmer	22.99	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	13.73	***
99252	Laboratory Animal Caretaker II	14.69	***
99260	Marketing Analyst	31.74	
99310	Mortician	22.99	
99410	Pest Controller	19.23	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	14.61	***
99711	Recycling Specialist	17.13	
99730	Refuse Collector	13.40	***
99810	Sales Clerk	13.28	***
99820	School Crossing Guard	14.30	***
99830	Survey Party Chief	24.91	
99831	Surveying Aide	16.15	***
99832	Surveying Technician	22.06	
99840	Vending Machine Attendant	17.50	
99841	Vending Machine Repairer	21.13	
99842	Vending Machine Repairer Helper	17.50	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4341

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 22

Date Of Last Revision : 12/27/2022

Source : <https://sam.gov/wage-determination/2015-4341/22>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: North Carolina, Virginia

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

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.44	***
01012	Accounting Clerk II	17.34	
01013	Accounting Clerk III	19.39	
01020	Administrative Assistant	29.38	
01035	Court Reporter	20.70	
01041	Customer Service Representative I	13.33	***
01042	Customer Service Representative II	14.54	***
01043	Customer Service Representative III	16.32	
01051	Data Entry Operator I	14.36	***
01052	Data Entry Operator II	15.66	***
01060	Dispatcher, Motor Vehicle	21.12	
01070	Document Preparation Clerk	15.83	***
01090	Duplicating Machine Operator	15.83	***

01111	General Clerk I	13.88	***
01112	General Clerk II	15.15	***
01113	General Clerk III	17.02	
01120	Housing Referral Assistant	20.68	
01141	Messenger Courier	15.63	***
01191	Order Clerk I	15.44	***
01192	Order Clerk II	17.61	
01261	Personnel Assistant (Employment) I	16.97	
01262	Personnel Assistant (Employment) II	18.99	
01263	Personnel Assistant (Employment) III	21.17	
01270	Production Control Clerk	30.09	
01290	Rental Clerk	15.38	***
01300	Scheduler, Maintenance	16.59	
01311	Secretary I	16.59	
01312	Secretary II	18.55	
01313	Secretary III	20.68	
01320	Service Order Dispatcher	18.88	
01410	Supply Technician	29.38	
01420	Survey Worker	15.70	***
01460	Switchboard Operator/Receptionist	13.93	***
01531	Travel Clerk I	16.25	
01532	Travel Clerk II	17.35	
01533	Travel Clerk III	18.39	
01611	Word Processor I	15.68	***
01612	Word Processor II	17.61	
01613	Word Processor III	19.69	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.82	
05010	Automotive Electrician	23.82	
05040	Automotive Glass Installer	22.59	
05070	Automotive Worker	22.59	
05110	Mobile Equipment Servicer	20.36	
05130	Motor Equipment Metal Mechanic	25.00	
05160	Motor Equipment Metal Worker	22.59	
05190	Motor Vehicle Mechanic	25.00	
05220	Motor Vehicle Mechanic Helper	19.18	
05250	Motor Vehicle Upholstery Worker	21.46	
05280	Motor Vehicle Wrecker	22.59	
05310	Painter, Automotive	23.82	
05340	Radiator Repair Specialist	22.59	
05370	Tire Repairer	14.09	***
05400	Transmission Repair Specialist	25.00	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.77	***
07041	Cook I	14.45	***
07042	Cook II	16.02	***
07070	Dishwasher	10.91	***
07130	Food Service Worker	11.55	***
07210	Meat Cutter	19.08	
07260	Waiter/Waitress	11.05	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	25.69	
09040	Furniture Handler	14.67	***

09080	Furniture Refinisher	21.23	
09090	Furniture Refinisher Helper	15.80	***
09110	Furniture Repairer, Minor	17.62	
09130	Upholsterer	20.17	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.21	***
11060	Elevator Operator	12.21	***
11090	Gardener	17.29	
11122	Housekeeping Aide	11.92	***
11150	Janitor	11.92	***
11210	Laborer, Grounds Maintenance	14.42	***
11240	Maid or Houseman	11.41	***
11260	Pruner	13.19	***
11270	Tractor Operator	16.29	
11330	Trail Maintenance Worker	14.42	***
11360	Window Cleaner	12.64	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.48	
12011	Breath Alcohol Technician	17.48	
12012	Certified Occupational Therapist Assistant	31.81	
12015	Certified Physical Therapist Assistant	29.35	
12020	Dental Assistant	18.89	
12025	Dental Hygienist	38.11	
12030	EKG Technician	29.13	
12035	Electroneurodiagnostic Technologist	29.13	
12040	Emergency Medical Technician	17.48	
12071	Licensed Practical Nurse I	18.11	
12072	Licensed Practical Nurse II	20.26	
12073	Licensed Practical Nurse III	22.59	
12100	Medical Assistant	17.46	
12130	Medical Laboratory Technician	24.28	
12160	Medical Record Clerk	19.41	
12190	Medical Record Technician	21.71	
12195	Medical Transcriptionist	16.79	
12210	Nuclear Medicine Technologist	37.03	
12221	Nursing Assistant I	11.61	***
12222	Nursing Assistant II	13.05	***
12223	Nursing Assistant III	14.24	***
12224	Nursing Assistant IV	15.98	***
12235	Optical Dispenser	22.80	
12236	Optical Technician	20.83	
12250	Pharmacy Technician	17.49	
12280	Phlebotomist	17.16	
12305	Radiologic Technologist	29.23	
12311	Registered Nurse I	25.03	
12312	Registered Nurse II	30.61	
12313	Registered Nurse II, Specialist	30.61	
12314	Registered Nurse III	37.03	
12315	Registered Nurse III, Anesthetist	37.03	
12316	Registered Nurse IV	44.40	
12317	Scheduler (Drug and Alcohol Testing)	25.11	
12320	Substance Abuse Treatment Counselor	23.84	

7. Information And Arts Occupations

Code	Title	Rate	Note
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13011	Exhibits Specialist I	22.51	
13012	Exhibits Specialist II	27.90	
13013	Exhibits Specialist III	33.82	
13041	Illustrator I	22.93	
13042	Illustrator II	28.39	
13043	Illustrator III	34.74	
13047	Librarian	32.67	
13050	Library Aide/Clerk	13.97	***
13054	Library Information Technology Systems	27.64	
13058	Library Technician	17.99	
13061	Media Specialist I	20.49	
13062	Media Specialist II	22.93	
13063	Media Specialist III	25.56	
13071	Photographer I	16.38	
13072	Photographer II	20.31	
13073	Photographer III	24.67	
13074	Photographer IV	27.77	
13075	Photographer V	33.59	
13090	Technical Order Library Clerk	17.54	
13110	Video Teleconference Technician	24.40	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.79	
14042	Computer Operator II	21.01	
14043	Computer Operator III	23.42	
14044	Computer Operator IV	26.03	
14045	Computer Operator V	28.83	
14071	Computer Programmer I (see 1)	22.93	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	18.79	
14160	Personal Computer Support Technician	26.03	
14170	System Support Specialist	28.83	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.24	
15020	Aircrew Training Devices Instructor (Rated)	40.21	
15030	Air Crew Training Devices Instructor (Pilot)	48.04	
15050	Computer Based Training Specialist / Instructor	33.24	
15060	Educational Technologist	37.98	
15070	Flight Instructor (Pilot)	48.04	
15080	Graphic Artist	26.48	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.27	
15086	Maintenance Test Pilot, Rotary Wing	47.27	
15088	Non-Maintenance Test/Co-Pilot	47.27	
15090	Technical Instructor	25.94	
15095	Technical Instructor/Course Developer	31.73	
15110	Test Proctor	20.94	
15120	Tutor	20.94	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.82	***

16030	Counter Attendant	10.82	***
16040	Dry Cleaner	13.74	***
16070	Finisher, Flatwork, Machine	10.82	***
16090	Presser, Hand	10.82	***
16110	Presser, Machine, Drycleaning	10.82	***
16130	Presser, Machine, Shirts	10.82	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.82	***
16190	Sewing Machine Operator	14.31	***
16220	Tailor	14.88	***
16250	Washer, Machine	11.85	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.50	
19040	Tool And Die Maker	29.34	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.49	
21030	Material Coordinator	30.09	
21040	Material Expediter	30.09	
21050	Material Handling Laborer	14.48	***
21071	Order Filler	14.21	***
21080	Production Line Worker (Food Processing)	19.49	
21110	Shipping Packer	17.48	
21130	Shipping/Receiving Clerk	17.48	
21140	Store Worker I	14.28	***
21150	Stock Clerk	18.11	
21210	Tools And Parts Attendant	19.49	
21410	Warehouse Specialist	19.49	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	36.27	
23019	Aircraft Logs and Records Technician	29.64	
23021	Aircraft Mechanic I	34.53	
23022	Aircraft Mechanic II	36.27	
23023	Aircraft Mechanic III	37.95	
23040	Aircraft Mechanic Helper	26.49	
23050	Aircraft, Painter	32.90	
23060	Aircraft Servicer	29.64	
23070	Aircraft Survival Flight Equipment Technician	32.90	
23080	Aircraft Worker	31.20	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	31.20	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	34.53	
23110	Appliance Mechanic	21.96	
23120	Bicycle Repairer	21.96	
23125	Cable Splicer	29.23	
23130	Carpenter, Maintenance	21.90	
23140	Carpet Layer	24.36	
23160	Electrician, Maintenance	24.62	
23181	Electronics Technician Maintenance I	25.64	
23182	Electronics Technician Maintenance II	27.04	
23183	Electronics Technician Maintenance III	28.37	
23260	Fabric Worker	23.15	
23290	Fire Alarm System Mechanic	24.65	
23310	Fire Extinguisher Repairer	21.96	
23311	Fuel Distribution System Mechanic	33.28	
23312	Fuel Distribution System Operator	27.11	

23370	General Maintenance Worker	18.89	
23380	Ground Support Equipment Mechanic	34.53	
23381	Ground Support Equipment Servicer	29.64	
23382	Ground Support Equipment Worker	31.20	
23391	Gunsmith I	21.96	
23392	Gunsmith II	24.36	
23393	Gunsmith III	26.96	
23410	Heating, Ventilation And Air-Conditioning	24.42	
23411	Heating, Ventilation And Air Contidioning	25.65	
23430	Heavy Equipment Mechanic	25.80	
23440	Heavy Equipment Operator	20.20	
23460	Instrument Mechanic	28.99	
23465	Laboratory/Shelter Mechanic	24.16	
23470	Laborer	14.48	***
23510	Locksmith	23.94	
23530	Machinery Maintenance Mechanic	26.32	
23550	Machinist, Maintenance	26.09	
23580	Maintenance Trades Helper	16.29	
23591	Metrology Technician I	28.99	
23592	Metrology Technician II	30.46	
23593	Metrology Technician III	31.86	
23640	Millwright	27.56	
23710	Office Appliance Repairer	25.03	
23760	Painter, Maintenance	20.11	
23790	Pipefitter, Maintenance	25.23	
23810	Plumber, Maintenance	24.04	
23820	Pneudraulic Systems Mechanic	26.96	
23850	Rigger	27.02	
23870	Scale Mechanic	24.36	
23890	Sheet-Metal Worker, Maintenance	29.28	
23910	Small Engine Mechanic	20.11	
23931	Telecommunications Mechanic I	29.09	
23932	Telecommunications Mechanic II	30.54	
23950	Telephone Lineman	31.63	
23960	Welder, Combination, Maintenance	28.53	
23965	Well Driller	26.96	
23970	Woodcraft Worker	26.96	
23980	Woodworker	21.96	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.86	***
24570	Child Care Attendant	11.15	***
24580	Child Care Center Clerk	13.91	***
24610	Chore Aide	10.74	***
24620	Family Readiness And Support Services	15.86	***
24630	Homemaker	15.86	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.70	
25040	Sewage Plant Operator	22.40	
25070	Stationary Engineer	26.70	
25190	Ventilation Equipment Tender	20.49	
25210	Water Treatment Plant Operator	22.40	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	19.34	

27007	Baggage Inspector	15.55	***
27008	Corrections Officer	22.40	
27010	Court Security Officer	24.10	
27030	Detection Dog Handler	17.39	
27040	Detention Officer	22.40	
27070	Firefighter	25.81	
27101	Guard I	15.55	***
27102	Guard II	17.39	
27131	Police Officer I	23.64	
27132	Police Officer II	26.28	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.11	***
28042	Carnival Equipment Repairer	12.85	***
28043	Carnival Worker	9.80	***
28210	Gate Attendant/Gate Tender	16.14	***
28310	Lifeguard	12.22	***
28350	Park Attendant (Aide)	18.05	
28510	Recreation Aide/Health Facility Attendant	13.17	***
28515	Recreation Specialist	22.36	
28630	Sports Official	14.37	***
28690	Swimming Pool Operator	15.63	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.78	
29020	Hatch Tender	28.78	
29030	Line Handler	28.78	
29041	Stevedore I	27.34	
29042	Stevedore II	30.35	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.61	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.70	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.59	
30021	Archeological Technician I	18.85	
30022	Archeological Technician II	21.09	
30023	Archeological Technician III	25.82	
30030	Cartographic Technician	26.68	
30040	Civil Engineering Technician	28.34	
30051	Cryogenic Technician I	28.59	
30052	Cryogenic Technician II	31.58	
30061	Drafter/CAD Operator I	18.85	
30062	Drafter/CAD Operator II	21.09	
30063	Drafter/CAD Operator III	23.52	
30064	Drafter/CAD Operator IV	28.93	
30081	Engineering Technician I	17.82	
30082	Engineering Technician II	19.79	
30083	Engineering Technician III	22.59	
30084	Engineering Technician IV	27.42	
30085	Engineering Technician V	33.54	
30086	Engineering Technician VI	40.58	
30090	Environmental Technician	24.49	
30095	Evidence Control Specialist	25.82	
30210	Laboratory Technician	22.20	
30221	Latent Fingerprint Technician I	25.69	
30222	Latent Fingerprint Technician II	28.38	

30240	Mathematical Technician	32.29	
30361	Paralegal/Legal Assistant I	20.59	
30362	Paralegal/Legal Assistant II	25.51	
30363	Paralegal/Legal Assistant III	31.22	
30364	Paralegal/Legal Assistant IV	37.75	
30375	Petroleum Supply Specialist	31.58	
30390	Photo-Optics Technician	26.68	
30395	Radiation Control Technician	31.58	
30461	Technical Writer I	25.03	
30462	Technical Writer II	30.61	
30463	Technical Writer III	37.03	
30491	Unexploded Ordnance (UXO) Technician I	26.44	
30492	Unexploded Ordnance (UXO) Technician II	31.99	
30493	Unexploded Ordnance (UXO) Technician III	38.35	
30494	Unexploded (UXO) Safety Escort	26.44	
30495	Unexploded (UXO) Sweep Personnel	26.44	
30501	Weather Forecaster I	28.59	
30502	Weather Forecaster II	34.78	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.52	
30621	Weather Observer, Senior (see 2)	25.82	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.99	
31020	Bus Aide	14.73	***
31030	Bus Driver	18.62	
31043	Driver Courier	14.66	***
31260	Parking and Lot Attendant	11.57	***
31290	Shuttle Bus Driver	15.64	***
31310	Taxi Driver	14.88	***
31361	Truckdriver, Light	15.57	***
31362	Truckdriver, Medium	16.41	
31363	Truckdriver, Heavy	20.37	
31364	Truckdriver, Tractor-Trailer	20.37	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.60	***
99030	Cashier	11.06	***
99050	Desk Clerk	11.21	***
99095	Embalmer	30.76	
99130	Flight Follower	26.44	
99251	Laboratory Animal Caretaker I	13.97	***
99252	Laboratory Animal Caretaker II	14.83	***
99260	Marketing Analyst	28.59	
99310	Mortician	30.76	
99410	Pest Controller	18.00	
99510	Photofinishing Worker	15.16	***
99710	Recycling Laborer	19.89	
99711	Recycling Specialist	22.45	
99730	Refuse Collector	18.18	
99810	Sales Clerk	11.43	***
99820	School Crossing Guard	15.63	***
99830	Survey Party Chief	23.97	
99831	Surveying Aide	14.96	***
99832	Surveying Technician	21.79	
99840	Vending Machine Attendant	18.05	
99841	Vending Machine Repairer	21.24	
99842	Vending Machine Repairer Helper	18.05	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4343

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/12/2023

Source : <https://sam.gov/wage-determination/2015-4343/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Frederick, Winchester

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.98	
01012	Accounting Clerk II	20.20	
01013	Accounting Clerk III	22.59	
01020	Administrative Assistant	31.41	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	16.20	
01042	Customer Service Representative II	17.67	
01043	Customer Service Representative III	19.85	
01051	Data Entry Operator I	14.90	***
01052	Data Entry Operator II	16.26	
01060	Dispatcher, Motor Vehicle	22.30	
01070	Document Preparation Clerk	16.34	
01090	Duplicating Machine Operator	16.34	
01111	General Clerk I	15.56	***

01112	General Clerk II	16.98	
01113	General Clerk III	19.07	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	15.57	***
01191	Order Clerk I	15.12	***
01192	Order Clerk II	16.50	
01261	Personnel Assistant (Employment) I	20.17	
01262	Personnel Assistant (Employment) II	22.56	
01263	Personnel Assistant (Employment) III	25.15	
01270	Production Control Clerk	25.34	
01290	Rental Clerk	18.16	
01300	Scheduler, Maintenance	18.35	
01311	Secretary I	18.35	
01312	Secretary II	20.53	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	19.94	
01410	Supply Technician	31.41	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	15.02	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	16.34	
01612	Word Processor II	18.35	
01613	Word Processor III	20.53	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.61	
05010	Automotive Electrician	21.99	
05040	Automotive Glass Installer	21.25	
05070	Automotive Worker	21.25	
05110	Mobile Equipment Servicer	19.77	
05130	Motor Equipment Metal Mechanic	22.73	
05160	Motor Equipment Metal Worker	21.25	
05190	Motor Vehicle Mechanic	22.73	
05220	Motor Vehicle Mechanic Helper	19.03	
05250	Motor Vehicle Upholstery Worker	20.50	
05280	Motor Vehicle Wrecker	21.25	
05310	Painter, Automotive	21.99	
05340	Radiator Repair Specialist	21.25	
05370	Tire Repairer	19.77	
05400	Transmission Repair Specialist	22.73	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.73	***
07041	Cook I	14.48	***
07042	Cook II	15.56	***
07070	Dishwasher	11.69	***
07130	Food Service Worker	12.19	***
07210	Meat Cutter	17.58	
07260	Waiter/Waitress	12.08	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.82	
09040	Furniture Handler	19.02	
09080	Furniture Refinisher	23.82	

09090	Furniture Refinisher Helper	20.62	
09110	Furniture Repairer, Minor	22.21	
09130	Upholsterer	23.82	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.66	***
11060	Elevator Operator	13.55	***
11090	Gardener	17.52	
11122	Housekeeping Aide	13.55	***
11150	Janitor	13.55	***
11210	Laborer, Grounds Maintenance	15.20	***
11240	Maid or Houseman	13.63	***
11260	Pruner	14.55	***
11270	Tractor Operator	16.48	
11330	Trail Maintenance Worker	15.20	***
11360	Window Cleaner	14.16	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.16	
12011	Breath Alcohol Technician	21.16	
12012	Certified Occupational Therapist Assistant	29.04	
12015	Certified Physical Therapist Assistant	29.61	
12020	Dental Assistant	21.03	
12025	Dental Hygienist	41.20	
12030	EKG Technician	38.87	
12035	Electroneurodiagnostic Technologist	38.87	
12040	Emergency Medical Technician	21.16	
12071	Licensed Practical Nurse I	19.07	
12072	Licensed Practical Nurse II	21.35	
12073	Licensed Practical Nurse III	24.13	
12100	Medical Assistant	17.74	
12130	Medical Laboratory Technician	28.43	
12160	Medical Record Clerk	18.64	
12190	Medical Record Technician	21.98	
12195	Medical Transcriptionist	18.92	
12210	Nuclear Medicine Technologist	46.51	
12221	Nursing Assistant I	13.89	***
12222	Nursing Assistant II	15.61	***
12223	Nursing Assistant III	17.03	
12224	Nursing Assistant IV	19.13	
12235	Optical Dispenser	23.81	
12236	Optical Technician	18.92	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	17.48	
12305	Radiologic Technologist	31.81	
12311	Registered Nurse I	27.73	
12312	Registered Nurse II	33.92	
12313	Registered Nurse II, Specialist	33.92	
12314	Registered Nurse III	41.05	
12315	Registered Nurse III, Anesthetist	41.05	
12316	Registered Nurse IV	49.19	
12317	Scheduler (Drug and Alcohol Testing)	26.22	
12320	Substance Abuse Treatment Counselor	23.33	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	27.36	

13012	Exhibits Specialist II	33.90	
13013	Exhibits Specialist III	41.47	
13041	Illustrator I	27.36	
13042	Illustrator II	33.90	
13043	Illustrator III	41.47	
13047	Librarian	37.54	
13050	Library Aide/Clerk	18.74	
13054	Library Information Technology Systems	33.90	
13058	Library Technician	27.36	
13061	Media Specialist I	24.46	
13062	Media Specialist II	27.36	
13063	Media Specialist III	30.50	
13071	Photographer I	24.46	
13072	Photographer II	27.36	
13073	Photographer III	33.90	
13074	Photographer IV	41.47	
13075	Photographer V	50.16	
13090	Technical Order Library Clerk	23.54	
13110	Video Teleconference Technician	24.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	20.40	
14042	Computer Operator II	22.82	
14043	Computer Operator III	25.44	
14044	Computer Operator IV	28.28	
14045	Computer Operator V	31.31	
14071	Computer Programmer I (see 1)	26.44	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	20.40	
14160	Personal Computer Support Technician	28.28	
14170	System Support Specialist	31.31	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	36.47	
15020	Aircrew Training Devices Instructor (Rated)	44.06	
15030	Air Crew Training Devices Instructor (Pilot)	52.81	
15050	Computer Based Training Specialist / Instructor	36.47	
15060	Educational Technologist	40.98	
15070	Flight Instructor (Pilot)	52.81	
15080	Graphic Artist	25.95	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.99	
15086	Maintenance Test Pilot, Rotary Wing	47.99	
15088	Non-Maintenance Test/Co-Pilot	47.99	
15090	Technical Instructor	27.97	
15095	Technical Instructor/Course Developer	34.22	
15110	Test Proctor	23.78	
15120	Tutor	23.78	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.86	***
16030	Counter Attendant	12.86	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.86	***
16090	Presser, Hand	12.86	***
16110	Presser, Machine, Drycleaning	12.86	***
16130	Presser, Machine, Shirts	12.86	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.86	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.43	
19040	Tool And Die Maker	26.59	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.23	
21030	Material Coordinator	25.34	
21040	Material Expediter	25.34	
21050	Material Handling Laborer	16.28	
21071	Order Filler	17.94	
21080	Production Line Worker (Food Processing)	20.23	
21110	Shipping Packer	18.63	
21130	Shipping/Receiving Clerk	18.63	
21140	Store Worker I	20.46	
21150	Stock Clerk	23.28	
21210	Tools And Parts Attendant	20.23	
21410	Warehouse Specialist	20.23	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	25.72	
23019	Aircraft Logs and Records Technician	22.33	
23021	Aircraft Mechanic I	24.89	
23022	Aircraft Mechanic II	25.72	
23023	Aircraft Mechanic III	26.51	
23040	Aircraft Mechanic Helper	20.73	
23050	Aircraft, Painter	23.95	
23060	Aircraft Servicer	22.33	
23070	Aircraft Survival Flight Equipment Technician	23.95	
23080	Aircraft Worker	23.15	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	23.15	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	24.89	
23110	Appliance Mechanic	23.95	
23120	Bicycle Repairer	21.54	
23125	Cable Splicer	28.62	
23130	Carpenter, Maintenance	22.87	
23140	Carpet Layer	23.15	
23160	Electrician, Maintenance	27.98	
23181	Electronics Technician Maintenance I	23.15	
23182	Electronics Technician Maintenance II	23.95	
23183	Electronics Technician Maintenance III	24.76	
23260	Fabric Worker	22.33	
23290	Fire Alarm System Mechanic	24.22	
23310	Fire Extinguisher Repairer	21.54	
23311	Fuel Distribution System Mechanic	24.76	
23312	Fuel Distribution System Operator	21.54	
23370	General Maintenance Worker	22.42	

23380	Ground Support Equipment Mechanic	24.89	
23381	Ground Support Equipment Servicer	22.33	
23382	Ground Support Equipment Worker	23.15	
23391	Gunsmith I	21.54	
23392	Gunsmith II	23.15	
23393	Gunsmith III	24.76	
23410	Heating, Ventilation And Air-Conditioning	23.34	
23411	Heating, Ventilation And Air Contidioning	24.09	
23430	Heavy Equipment Mechanic	27.17	
23440	Heavy Equipment Operator	22.91	
23460	Instrument Mechanic	24.76	
23465	Laboratory/Shelter Mechanic	23.95	
23470	Laborer	16.48	
23510	Locksmith	23.95	
23530	Machinery Maintenance Mechanic	28.01	
23550	Machinist, Maintenance	24.60	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	24.76	
23592	Metrology Technician II	25.56	
23593	Metrology Technician III	26.35	
23640	Millwright	25.33	
23710	Office Appliance Repairer	23.95	
23760	Painter, Maintenance	23.43	
23790	Pipefitter, Maintenance	25.77	
23810	Plumber, Maintenance	24.92	
23820	Pneudraulic Systems Mechanic	24.76	
23850	Rigger	24.76	
23870	Scale Mechanic	23.15	
23890	Sheet-Metal Worker, Maintenance	27.98	
23910	Small Engine Mechanic	23.62	
23931	Telecommunications Mechanic I	28.20	
23932	Telecommunications Mechanic II	29.12	
23950	Telephone Lineman	30.15	
23960	Welder, Combination, Maintenance	24.47	
23965	Well Driller	24.76	
23970	Woodcraft Worker	24.76	
23980	Woodworker	21.54	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.20	
24570	Child Care Attendant	12.91	***
24580	Child Care Center Clerk	16.10	***
24610	Chore Aide	12.02	***
24620	Family Readiness And Support Services	17.20	
24630	Homemaker	17.35	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.63	
25040	Sewage Plant Operator	22.43	
25070	Stationary Engineer	24.63	
25190	Ventilation Equipment Tender	20.62	
25210	Water Treatment Plant Operator	22.43	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.43	
27007	Baggage Inspector	16.08	***

27008	Corrections Officer	22.81	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	18.12	
27040	Detention Officer	22.81	
27070	Firefighter	26.18	
27101	Guard I	16.08	***
27102	Guard II	18.12	
27131	Police Officer I	26.52	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.48	***
28042	Carnival Equipment Repairer	12.97	***
28043	Carnival Worker	11.00	***
28210	Gate Attendant/Gate Tender	18.30	
28310	Lifeguard	12.75	***
28350	Park Attendant (Aide)	20.46	
28510	Recreation Aide/Health Facility Attendant	14.93	***
28515	Recreation Specialist	25.36	
28630	Sports Official	16.29	
28690	Swimming Pool Operator	18.88	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.15	
29020	Hatch Tender	23.15	
29030	Line Handler	23.15	
29041	Stevedore I	22.33	
29042	Stevedore II	23.95	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	48.97	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	33.77	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19	
30021	Archeological Technician I	19.90	
30022	Archeological Technician II	22.26	
30023	Archeological Technician III	27.59	
30030	Cartographic Technician	27.59	
30040	Civil Engineering Technician	27.59	
30051	Cryogenic Technician I	30.55	
30052	Cryogenic Technician II	33.73	
30061	Drafter/CAD Operator I	19.90	
30062	Drafter/CAD Operator II	22.26	
30063	Drafter/CAD Operator III	25.19	
30064	Drafter/CAD Operator IV	30.55	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	
30086	Engineering Technician VI	52.76	
30090	Environmental Technician	27.59	
30095	Evidence Control Specialist	27.59	
30210	Laboratory Technician	24.82	
30221	Latent Fingerprint Technician I	30.55	
30222	Latent Fingerprint Technician II	33.73	
30240	Mathematical Technician	27.59	

30361	Paralegal/Legal Assistant I	23.33	
30362	Paralegal/Legal Assistant II	28.91	
30363	Paralegal/Legal Assistant III	35.36	
30364	Paralegal/Legal Assistant IV	42.78	
30375	Petroleum Supply Specialist	33.73	
30390	Photo-Optics Technician	27.98	
30395	Radiation Control Technician	33.73	
30461	Technical Writer I	27.59	
30462	Technical Writer II	33.73	
30463	Technical Writer III	40.81	
30491	Unexploded Ordnance (UXO) Technician I	31.12	
30492	Unexploded Ordnance (UXO) Technician II	37.66	
30493	Unexploded Ordnance (UXO) Technician III	45.14	
30494	Unexploded (UXO) Safety Escort	31.12	
30495	Unexploded (UXO) Sweep Personnel	31.12	
30501	Weather Forecaster I	30.55	
30502	Weather Forecaster II	37.15	
30620	Weather Observer, Combined Upper Air Or (see 2)	25.19	
30621	Weather Observer, Senior (see 2)	27.59	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	37.66	
31020	Bus Aide	17.13	
31030	Bus Driver	22.08	
31043	Driver Courier	17.40	
31260	Parking and Lot Attendant	15.81	***
31290	Shuttle Bus Driver	15.81	***
31310	Taxi Driver	14.53	***
31361	Truckdriver, Light	18.08	
31362	Truckdriver, Medium	18.74	
31363	Truckdriver, Heavy	23.65	
31364	Truckdriver, Tractor-Trailer	23.65	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	18.36	
99030	Cashier	12.06	***
99050	Desk Clerk	12.51	***
99095	Embalmer	31.12	
99130	Flight Follower	31.12	
99251	Laboratory Animal Caretaker I	14.27	***
99252	Laboratory Animal Caretaker II	14.83	***
99260	Marketing Analyst	29.53	
99310	Mortician	31.12	
99410	Pest Controller	23.06	
99510	Photofinishing Worker	16.36	
99710	Recycling Laborer	22.32	
99711	Recycling Specialist	24.20	
99730	Refuse Collector	21.36	
99810	Sales Clerk	13.91	***
99820	School Crossing Guard	21.36	
99830	Survey Party Chief	27.42	
99831	Surveying Aide	17.12	
99832	Surveying Technician	23.45	
99840	Vending Machine Attendant	24.20	
99841	Vending Machine Repairer	27.02	
99842	Vending Machine Repairer Helper	24.20	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4345

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/12/2023

Source : <https://sam.gov/wage-determination/2015-4345/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Hampshire

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.98	
01012	Accounting Clerk II	20.20	
01013	Accounting Clerk III	22.59	
01020	Administrative Assistant	26.84	
01035	Court Reporter	21.39	
01041	Customer Service Representative I	16.20	
01042	Customer Service Representative II	17.67	
01043	Customer Service Representative III	19.85	
01051	Data Entry Operator I	14.90	***
01052	Data Entry Operator II	16.26	
01060	Dispatcher, Motor Vehicle	22.30	
01070	Document Preparation Clerk	16.34	
01090	Duplicating Machine Operator	16.34	
01111	General Clerk I	15.56	***

01112	General Clerk II	16.98	
01113	General Clerk III	19.07	
01120	Housing Referral Assistant	22.89	
01141	Messenger Courier	15.57	***
01191	Order Clerk I	14.98	***
01192	Order Clerk II	16.34	
01261	Personnel Assistant (Employment) I	20.17	
01262	Personnel Assistant (Employment) II	22.56	
01263	Personnel Assistant (Employment) III	25.15	
01270	Production Control Clerk	23.58	
01290	Rental Clerk	17.99	
01300	Scheduler, Maintenance	18.35	
01311	Secretary I	18.35	
01312	Secretary II	20.53	
01313	Secretary III	22.89	
01320	Service Order Dispatcher	19.94	
01410	Supply Technician	26.84	
01420	Survey Worker	18.04	
01460	Switchboard Operator/Receptionist	15.02	***
01531	Travel Clerk I	14.42	***
01532	Travel Clerk II	15.38	***
01533	Travel Clerk III	16.30	
01611	Word Processor I	16.34	
01612	Word Processor II	18.35	
01613	Word Processor III	20.53	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.61	
05010	Automotive Electrician	21.99	
05040	Automotive Glass Installer	21.25	
05070	Automotive Worker	21.25	
05110	Mobile Equipment Servicer	19.77	
05130	Motor Equipment Metal Mechanic	22.73	
05160	Motor Equipment Metal Worker	21.25	
05190	Motor Vehicle Mechanic	22.73	
05220	Motor Vehicle Mechanic Helper	19.03	
05250	Motor Vehicle Upholstery Worker	20.50	
05280	Motor Vehicle Wrecker	21.25	
05310	Painter, Automotive	21.99	
05340	Radiator Repair Specialist	21.25	
05370	Tire Repairer	19.77	
05400	Transmission Repair Specialist	22.73	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.37	***
07041	Cook I	14.48	***
07042	Cook II	15.56	***
07070	Dishwasher	11.69	***
07130	Food Service Worker	12.19	***
07210	Meat Cutter	17.58	
07260	Waiter/Waitress	12.08	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.45	
09040	Furniture Handler	17.92	
09080	Furniture Refinisher	22.45	

09090	Furniture Refinisher Helper	19.43	
09110	Furniture Repairer, Minor	20.92	
09130	Upholsterer	22.45	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.66	***
11060	Elevator Operator	13.55	***
11090	Gardener	17.12	
11122	Housekeeping Aide	13.55	***
11150	Janitor	13.55	***
11210	Laborer, Grounds Maintenance	15.17	***
11240	Maid or Houseman	13.06	***
11260	Pruner	14.52	***
11270	Tractor Operator	16.48	
11330	Trail Maintenance Worker	15.17	***
11360	Window Cleaner	14.16	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.16	
12011	Breath Alcohol Technician	21.16	
12012	Certified Occupational Therapist Assistant	29.04	
12015	Certified Physical Therapist Assistant	29.61	
12020	Dental Assistant	21.03	
12025	Dental Hygienist	39.05	
12030	EKG Technician	33.48	
12035	Electroneurodiagnostic Technologist	33.48	
12040	Emergency Medical Technician	21.16	
12071	Licensed Practical Nurse I	18.92	
12072	Licensed Practical Nurse II	21.16	
12073	Licensed Practical Nurse III	23.59	
12100	Medical Assistant	17.74	
12130	Medical Laboratory Technician	26.91	
12160	Medical Record Clerk	18.64	
12190	Medical Record Technician	21.80	
12195	Medical Transcriptionist	18.92	
12210	Nuclear Medicine Technologist	46.51	
12221	Nursing Assistant I	13.89	***
12222	Nursing Assistant II	15.61	***
12223	Nursing Assistant III	17.03	
12224	Nursing Assistant IV	19.13	
12235	Optical Dispenser	23.81	
12236	Optical Technician	18.92	
12250	Pharmacy Technician	17.48	
12280	Phlebotomist	17.48	
12305	Radiologic Technologist	31.81	
12311	Registered Nurse I	27.73	
12312	Registered Nurse II	33.92	
12313	Registered Nurse II, Specialist	33.92	
12314	Registered Nurse III	41.05	
12315	Registered Nurse III, Anesthetist	41.05	
12316	Registered Nurse IV	49.19	
12317	Scheduler (Drug and Alcohol Testing)	26.22	
12320	Substance Abuse Treatment Counselor	23.33	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	26.32	

13012	Exhibits Specialist II	32.63	
13013	Exhibits Specialist III	39.91	
13041	Illustrator I	26.32	
13042	Illustrator II	32.63	
13043	Illustrator III	39.91	
13047	Librarian	36.10	
13050	Library Aide/Clerk	13.91	***
13054	Library Information Technology Systems	32.59	
13058	Library Technician	26.14	
13061	Media Specialist I	23.53	
13062	Media Specialist II	26.32	
13063	Media Specialist III	29.37	
13071	Photographer I	24.12	
13072	Photographer II	26.98	
13073	Photographer III	33.43	
13074	Photographer IV	40.89	
13075	Photographer V	49.48	
13090	Technical Order Library Clerk	23.54	
13110	Video Teleconference Technician	23.93	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.47	
14042	Computer Operator II	21.79	
14043	Computer Operator III	24.30	
14044	Computer Operator IV	26.99	
14045	Computer Operator V	29.89	
14071	Computer Programmer I (see 1)	23.25	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	19.47	
14160	Personal Computer Support Technician	27.15	
14170	System Support Specialist	30.07	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.09	
15020	Aircrew Training Devices Instructor (Rated)	40.03	
15030	Air Crew Training Devices Instructor (Pilot)	47.99	
15050	Computer Based Training Specialist / Instructor	33.09	
15060	Educational Technologist	39.29	
15070	Flight Instructor (Pilot)	47.99	
15080	Graphic Artist	22.36	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.99	
15086	Maintenance Test Pilot, Rotary Wing	47.99	
15088	Non-Maintenance Test/Co-Pilot	47.99	
15090	Technical Instructor	27.50	
15095	Technical Instructor/Course Developer	33.64	
15110	Test Proctor	22.21	
15120	Tutor	22.21	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.86	***
16030	Counter Attendant	12.86	***

16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	12.86	***
16090	Presser, Hand	12.86	***
16110	Presser, Machine, Drycleaning	12.86	***
16130	Presser, Machine, Shirts	12.86	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.86	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.42	
16250	Washer, Machine	13.66	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.43	
19040	Tool And Die Maker	26.59	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.23	
21030	Material Coordinator	23.58	
21040	Material Expediter	23.58	
21050	Material Handling Laborer	16.28	
21071	Order Filler	16.31	
21080	Production Line Worker (Food Processing)	20.23	
21110	Shipping Packer	18.63	
21130	Shipping/Receiving Clerk	18.63	
21140	Store Worker I	20.46	
21150	Stock Clerk	23.28	
21210	Tools And Parts Attendant	20.23	
21410	Warehouse Specialist	20.23	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	25.56	
23019	Aircraft Logs and Records Technician	22.33	
23021	Aircraft Mechanic I	24.76	
23022	Aircraft Mechanic II	25.56	
23023	Aircraft Mechanic III	26.35	
23040	Aircraft Mechanic Helper	20.73	
23050	Aircraft, Painter	23.95	
23060	Aircraft Servicer	22.33	
23070	Aircraft Survival Flight Equipment Technician	23.95	
23080	Aircraft Worker	23.15	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	23.15	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	24.76	
23110	Appliance Mechanic	23.95	
23120	Bicycle Repairer	21.54	
23125	Cable Splicer	27.36	
23130	Carpenter, Maintenance	22.87	
23140	Carpet Layer	23.15	
23160	Electrician, Maintenance	27.00	
23181	Electronics Technician Maintenance I	23.15	
23182	Electronics Technician Maintenance II	23.95	
23183	Electronics Technician Maintenance III	24.76	
23260	Fabric Worker	22.33	
23290	Fire Alarm System Mechanic	24.22	
23310	Fire Extinguisher Repairer	21.54	
23311	Fuel Distribution System Mechanic	24.76	
23312	Fuel Distribution System Operator	21.54	
23370	General Maintenance Worker	21.98	

23380	Ground Support Equipment Mechanic	24.76	
23381	Ground Support Equipment Servicer	22.33	
23382	Ground Support Equipment Worker	23.15	
23391	Gunsmith I	21.54	
23392	Gunsmith II	23.15	
23393	Gunsmith III	24.76	
23410	Heating, Ventilation And Air-Conditioning	23.34	
23411	Heating, Ventilation And Air Contidioning	24.09	
23430	Heavy Equipment Mechanic	27.17	
23440	Heavy Equipment Operator	22.42	
23460	Instrument Mechanic	24.76	
23465	Laboratory/Shelter Mechanic	23.95	
23470	Laborer	16.28	
23510	Locksmith	23.95	
23530	Machinery Maintenance Mechanic	28.01	
23550	Machinist, Maintenance	24.60	
23580	Maintenance Trades Helper	15.00	***
23591	Metrology Technician I	24.76	
23592	Metrology Technician II	25.56	
23593	Metrology Technician III	26.35	
23640	Millwright	24.76	
23710	Office Appliance Repairer	23.01	
23760	Painter, Maintenance	23.01	
23790	Pipefitter, Maintenance	25.77	
23810	Plumber, Maintenance	24.92	
23820	Pneudraulic Systems Mechanic	24.76	
23850	Rigger	24.76	
23870	Scale Mechanic	23.15	
23890	Sheet-Metal Worker, Maintenance	27.98	
23910	Small Engine Mechanic	23.62	
23931	Telecommunications Mechanic I	27.09	
23932	Telecommunications Mechanic II	27.96	
23950	Telephone Lineman	26.60	
23960	Welder, Combination, Maintenance	24.47	
23965	Well Driller	24.76	
23970	Woodcraft Worker	24.76	
23980	Woodworker	21.54	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.03	
24570	Child Care Attendant	12.91	***
24580	Child Care Center Clerk	16.10	***
24610	Chore Aide	12.02	***
24620	Family Readiness And Support Services	17.03	
24630	Homemaker	17.03	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.63	
25040	Sewage Plant Operator	22.43	
25070	Stationary Engineer	24.63	
25190	Ventilation Equipment Tender	20.62	
25210	Water Treatment Plant Operator	22.43	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	19.00	
27007	Baggage Inspector	16.04	***

27008	Corrections Officer	22.81	
27010	Court Security Officer	23.24	
27030	Detection Dog Handler	17.93	
27040	Detention Officer	22.81	
27070	Firefighter	24.81	
27101	Guard I	16.04	***
27102	Guard II	17.93	
27131	Police Officer I	24.06	
27132	Police Officer II	26.74	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.46	***
28042	Carnival Equipment Repairer	12.95	***
28043	Carnival Worker	11.00	***
28210	Gate Attendant/Gate Tender	18.30	
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	20.46	
28510	Recreation Aide/Health Facility Attendant	14.93	***
28515	Recreation Specialist	23.94	
28630	Sports Official	16.29	
28690	Swimming Pool Operator	16.17	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.15	
29020	Hatch Tender	23.15	
29030	Line Handler	23.15	
29041	Stevedore I	22.33	
29042	Stevedore II	23.95	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	48.97	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	33.77	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19	
30021	Archeological Technician I	19.90	
30022	Archeological Technician II	22.26	
30023	Archeological Technician III	27.59	
30030	Cartographic Technician	27.59	
30040	Civil Engineering Technician	27.59	
30051	Cryogenic Technician I	30.55	
30052	Cryogenic Technician II	33.73	
30061	Drafter/CAD Operator I	19.90	
30062	Drafter/CAD Operator II	22.26	
30063	Drafter/CAD Operator III	24.82	
30064	Drafter/CAD Operator IV	30.55	
30081	Engineering Technician I	17.72	
30082	Engineering Technician II	19.90	
30083	Engineering Technician III	22.90	
30084	Engineering Technician IV	27.59	
30085	Engineering Technician V	33.73	
30086	Engineering Technician VI	40.81	
30090	Environmental Technician	27.59	
30095	Evidence Control Specialist	27.59	
30210	Laboratory Technician	25.55	
30221	Latent Fingerprint Technician I	30.55	
30222	Latent Fingerprint Technician II	33.73	
30240	Mathematical Technician	27.59	

30361	Paralegal/Legal Assistant I	23.33	
30362	Paralegal/Legal Assistant II	28.91	
30363	Paralegal/Legal Assistant III	35.36	
30364	Paralegal/Legal Assistant IV	42.78	
30375	Petroleum Supply Specialist	33.73	
30390	Photo-Optics Technician	27.59	
30395	Radiation Control Technician	33.73	
30461	Technical Writer I	27.59	
30462	Technical Writer II	33.73	
30463	Technical Writer III	40.81	
30491	Unexploded Ordnance (UXO) Technician I	31.12	
30492	Unexploded Ordnance (UXO) Technician II	37.66	
30493	Unexploded Ordnance (UXO) Technician III	45.14	
30494	Unexploded (UXO) Safety Escort	31.12	
30495	Unexploded (UXO) Sweep Personnel	31.12	
30501	Weather Forecaster I	30.55	
30502	Weather Forecaster II	37.15	
30620	Weather Observer, Combined Upper Air Or (see 2)	24.82	
30621	Weather Observer, Senior (see 2)	27.59	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	37.66	
31020	Bus Aide	16.05	***
31030	Bus Driver	21.42	
31043	Driver Courier	17.40	
31260	Parking and Lot Attendant	15.36	***
31290	Shuttle Bus Driver	15.57	***
31310	Taxi Driver	14.50	***
31361	Truckdriver, Light	18.08	
31362	Truckdriver, Medium	18.74	
31363	Truckdriver, Heavy	23.65	
31364	Truckdriver, Tractor-Trailer	23.65	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	18.36	
99030	Cashier	12.06	***
99050	Desk Clerk	12.51	***
99095	Embalmer	31.12	
99130	Flight Follower	31.12	
99251	Laboratory Animal Caretaker I	14.16	***
99252	Laboratory Animal Caretaker II	14.71	***
99260	Marketing Analyst	29.53	
99310	Mortician	31.12	
99410	Pest Controller	19.56	
99510	Photofinishing Worker	16.36	
99710	Recycling Laborer	22.32	
99711	Recycling Specialist	24.20	
99730	Refuse Collector	21.36	
99810	Sales Clerk	13.91	***
99820	School Crossing Guard	21.36	
99830	Survey Party Chief	27.60	
99831	Surveying Aide	17.09	
99832	Surveying Technician	23.45	
99840	Vending Machine Attendant	20.20	
99841	Vending Machine Repairer	22.73	
99842	Vending Machine Repairer Helper	20.20	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4347

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 20

Date Of Last Revision : 12/27/2022

Source : <https://sam.gov/wage-determination/2015-4347/20>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Boone, Clay, Kanawha

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.31	***
01012	Accounting Clerk II	18.04	
01013	Accounting Clerk III	20.19	
01020	Administrative Assistant	24.53	
01035	Court Reporter	23.53	
01041	Customer Service Representative I	13.27	***
01042	Customer Service Representative II	14.63	***
01043	Customer Service Representative III	16.25	
01051	Data Entry Operator I	12.96	***
01052	Data Entry Operator II	14.14	***
01060	Dispatcher, Motor Vehicle	18.13	
01070	Document Preparation Clerk	15.00	***
01090	Duplicating Machine Operator	15.00	***
01111	General Clerk I	13.38	***

01112	General Clerk II	14.60	***
01113	General Clerk III	16.40	
01120	Housing Referral Assistant	20.91	
01141	Messenger Courier	14.30	***
01191	Order Clerk I	13.69	***
01192	Order Clerk II	14.94	***
01261	Personnel Assistant (Employment) I	16.55	
01262	Personnel Assistant (Employment) II	18.51	
01263	Personnel Assistant (Employment) III	20.65	
01270	Production Control Clerk	27.18	
01290	Rental Clerk	14.51	***
01300	Scheduler, Maintenance	16.78	
01311	Secretary I	16.78	
01312	Secretary II	18.76	
01313	Secretary III	20.91	
01320	Service Order Dispatcher	16.21	
01410	Supply Technician	24.53	
01420	Survey Worker	14.66	***
01460	Switchboard Operator/Receptionist	13.97	***
01531	Travel Clerk I	15.26	***
01532	Travel Clerk II	16.30	
01533	Travel Clerk III	17.38	
01611	Word Processor I	14.94	***
01612	Word Processor II	16.78	
01613	Word Processor III	18.76	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	19.10	
05010	Automotive Electrician	15.96	***
05040	Automotive Glass Installer	14.99	***
05070	Automotive Worker	14.99	***
05110	Mobile Equipment Servicer	13.17	***
05130	Motor Equipment Metal Mechanic	16.74	
05160	Motor Equipment Metal Worker	14.99	***
05190	Motor Vehicle Mechanic	16.74	
05220	Motor Vehicle Mechanic Helper	12.61	***
05250	Motor Vehicle Upholstery Worker	14.06	***
05280	Motor Vehicle Wrecker	14.99	***
05310	Painter, Automotive	15.96	***
05340	Radiator Repair Specialist	14.99	***
05370	Tire Repairer	13.93	***
05400	Transmission Repair Specialist	16.74	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.94	***
07041	Cook I	13.53	***
07042	Cook II	15.56	***
07070	Dishwasher	10.58	***
07130	Food Service Worker	10.90	***
07210	Meat Cutter	16.28	
07260	Waiter/Waitress	10.82	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	25.01	
09040	Furniture Handler	16.26	
09080	Furniture Refinisher	24.73	

09090	Furniture Refinisher Helper	19.55	
09110	Furniture Repairer, Minor	22.09	
09130	Upholsterer	24.73	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.27	***
11060	Elevator Operator	11.16	***
11090	Gardener	16.23	
11122	Housekeeping Aide	11.72	***
11150	Janitor	11.72	***
11210	Laborer, Grounds Maintenance	12.52	***
11240	Maid or Houseman	11.86	***
11260	Pruner	11.35	***
11270	Tractor Operator	15.06	***
11330	Trail Maintenance Worker	12.52	***
11360	Window Cleaner	12.92	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.66	***
12011	Breath Alcohol Technician	18.74	
12012	Certified Occupational Therapist Assistant	29.54	
12015	Certified Physical Therapist Assistant	27.03	
12020	Dental Assistant	16.92	
12025	Dental Hygienist	29.47	
12030	EKG Technician	27.24	
12035	Electroneurodiagnostic Technologist	27.24	
12040	Emergency Medical Technician	15.66	***
12071	Licensed Practical Nurse I	16.76	
12072	Licensed Practical Nurse II	18.74	
12073	Licensed Practical Nurse III	20.89	
12100	Medical Assistant	14.50	***
12130	Medical Laboratory Technician	23.98	
12160	Medical Record Clerk	15.88	***
12190	Medical Record Technician	17.76	
12195	Medical Transcriptionist	17.91	
12210	Nuclear Medicine Technologist	41.18	
12221	Nursing Assistant I	11.85	***
12222	Nursing Assistant II	13.32	***
12223	Nursing Assistant III	14.54	***
12224	Nursing Assistant IV	16.33	
12235	Optical Dispenser	17.42	
12236	Optical Technician	16.76	
12250	Pharmacy Technician	14.71	***
12280	Phlebotomist	17.01	
12305	Radiologic Technologist	25.55	
12311	Registered Nurse I	24.95	
12312	Registered Nurse II	30.52	
12313	Registered Nurse II, Specialist	30.52	
12314	Registered Nurse III	36.93	
12315	Registered Nurse III, Anesthetist	36.93	
12316	Registered Nurse IV	44.26	
12317	Scheduler (Drug and Alcohol Testing)	23.21	
12320	Substance Abuse Treatment Counselor	19.04	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.00	

13012	Exhibits Specialist II	23.53	
13013	Exhibits Specialist III	28.78	
13041	Illustrator I	19.00	
13042	Illustrator II	23.53	
13043	Illustrator III	28.78	
13047	Librarian	26.06	
13050	Library Aide/Clerk	13.49	***
13054	Library Information Technology Systems	23.53	
13058	Library Technician	17.85	
13061	Media Specialist I	16.97	
13062	Media Specialist II	19.00	
13063	Media Specialist III	21.18	
13071	Photographer I	18.11	
13072	Photographer II	20.26	
13073	Photographer III	25.09	
13074	Photographer IV	30.70	
13075	Photographer V	37.15	
13090	Technical Order Library Clerk	18.07	
13110	Video Teleconference Technician	16.20	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.70	
14042	Computer Operator II	19.81	
14043	Computer Operator III	22.09	
14044	Computer Operator IV	24.54	
14045	Computer Operator V	27.17	
14071	Computer Programmer I (see 1)	19.77	
14072	Computer Programmer II (see 1)	24.50	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	17.70	
14160	Personal Computer Support Technician	24.94	
14170	System Support Specialist	28.74	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	29.97	
15020	Aircrew Training Devices Instructor (Rated)	36.25	
15030	Air Crew Training Devices Instructor (Pilot)	43.46	
15050	Computer Based Training Specialist / Instructor	29.97	
15060	Educational Technologist	32.92	
15070	Flight Instructor (Pilot)	43.46	
15080	Graphic Artist	18.79	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.46	
15086	Maintenance Test Pilot, Rotary Wing	43.46	
15088	Non-Maintenance Test/Co-Pilot	43.46	
15090	Technical Instructor	19.84	
15095	Technical Instructor/Course Developer	24.27	
15110	Test Proctor	16.01	***
15120	Tutor	16.01	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.60	***
16030	Counter Attendant	10.60	***

16040	Dry Cleaner	13.18	***
16070	Finisher, Flatwork, Machine	10.60	***
16090	Presser, Hand	10.60	***
16110	Presser, Machine, Drycleaning	10.60	***
16130	Presser, Machine, Shirts	10.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.60	***
16190	Sewing Machine Operator	14.12	***
16220	Tailor	15.03	***
16250	Washer, Machine	11.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.88	
19040	Tool And Die Maker	31.17	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.56	
21030	Material Coordinator	27.18	
21040	Material Expediter	27.18	
21050	Material Handling Laborer	13.90	***
21071	Order Filler	13.59	***
21080	Production Line Worker (Food Processing)	17.56	
21110	Shipping Packer	14.57	***
21130	Shipping/Receiving Clerk	14.57	***
21140	Store Worker I	13.51	***
21150	Stock Clerk	18.17	
21210	Tools And Parts Attendant	17.56	
21410	Warehouse Specialist	17.56	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	28.94	
23019	Aircraft Logs and Records Technician	23.05	
23021	Aircraft Mechanic I	27.50	
23022	Aircraft Mechanic II	28.94	
23023	Aircraft Mechanic III	30.18	
23040	Aircraft Mechanic Helper	19.80	
23050	Aircraft, Painter	26.22	
23060	Aircraft Servicer	23.05	
23070	Aircraft Survival Flight Equipment Technician	26.22	
23080	Aircraft Worker	24.62	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	24.62	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	27.50	
23110	Appliance Mechanic	25.88	
23120	Bicycle Repairer	21.13	
23125	Cable Splicer	33.11	
23130	Carpenter, Maintenance	22.47	
23140	Carpet Layer	24.30	
23160	Electrician, Maintenance	29.41	
23181	Electronics Technician Maintenance I	24.30	
23182	Electronics Technician Maintenance II	26.58	
23183	Electronics Technician Maintenance III	27.87	
23260	Fabric Worker	22.75	
23290	Fire Alarm System Mechanic	24.12	
23310	Fire Extinguisher Repairer	21.13	
23311	Fuel Distribution System Mechanic	31.66	
23312	Fuel Distribution System Operator	24.65	
23370	General Maintenance Worker	17.85	

23380	Ground Support Equipment Mechanic	27.50	
23381	Ground Support Equipment Servicer	23.05	
23382	Ground Support Equipment Worker	24.62	
23391	Gunsmith I	21.13	
23392	Gunsmith II	24.30	
23393	Gunsmith III	27.14	
23410	Heating, Ventilation And Air-Conditioning	23.09	
23411	Heating, Ventilation And Air Contidioning	24.30	
23430	Heavy Equipment Mechanic	23.70	
23440	Heavy Equipment Operator	22.07	
23460	Instrument Mechanic	27.14	
23465	Laboratory/Shelter Mechanic	25.88	
23470	Laborer	13.90	***
23510	Locksmith	25.88	
23530	Machinery Maintenance Mechanic	27.57	
23550	Machinist, Maintenance	23.24	
23580	Maintenance Trades Helper	15.16	***
23591	Metrology Technician I	27.14	
23592	Metrology Technician II	28.56	
23593	Metrology Technician III	29.79	
23640	Millwright	27.14	
23710	Office Appliance Repairer	21.37	
23760	Painter, Maintenance	20.92	
23790	Pipefitter, Maintenance	27.59	
23810	Plumber, Maintenance	27.32	
23820	Pneudraulic Systems Mechanic	27.14	
23850	Rigger	27.14	
23870	Scale Mechanic	24.30	
23890	Sheet-Metal Worker, Maintenance	28.02	
23910	Small Engine Mechanic	21.60	
23931	Telecommunications Mechanic I	31.50	
23932	Telecommunications Mechanic II	33.16	
23950	Telephone Lineman	36.00	
23960	Welder, Combination, Maintenance	26.24	
23965	Well Driller	25.55	
23970	Woodcraft Worker	27.14	
23980	Woodworker	21.13	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.14	***
24570	Child Care Attendant	10.00	***
24580	Child Care Center Clerk	12.48	***
24610	Chore Aide	10.68	***
24620	Family Readiness And Support Services	16.14	***
24630	Homemaker	16.14	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.47	
25040	Sewage Plant Operator	18.83	
25070	Stationary Engineer	25.47	
25190	Ventilation Equipment Tender	17.92	
25210	Water Treatment Plant Operator	18.83	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.40	
27007	Baggage Inspector	12.32	***

27008	Corrections Officer	18.09	
27010	Court Security Officer	17.88	
27030	Detection Dog Handler	13.78	***
27040	Detention Officer	18.09	
27070	Firefighter	17.88	
27101	Guard I	12.32	***
27102	Guard II	13.78	***
27131	Police Officer I	20.62	
27132	Police Officer II	22.92	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.11	***
28042	Carnival Equipment Repairer	15.26	***
28043	Carnival Worker	10.65	***
28210	Gate Attendant/Gate Tender	14.96	***
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	16.53	
28510	Recreation Aide/Health Facility Attendant	12.21	***
28515	Recreation Specialist	19.80	
28630	Sports Official	12.91	***
28690	Swimming Pool Operator	17.55	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.47	
29020	Hatch Tender	25.47	
29030	Line Handler	25.47	
29041	Stevedore I	23.85	
29042	Stevedore II	27.13	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	19.46	
30022	Archeological Technician II	21.76	
30023	Archeological Technician III	26.96	
30030	Cartographic Technician	26.96	
30040	Civil Engineering Technician	27.36	
30051	Cryogenic Technician I	29.86	
30052	Cryogenic Technician II	32.98	
30061	Drafter/CAD Operator I	19.46	
30062	Drafter/CAD Operator II	21.76	
30063	Drafter/CAD Operator III	24.26	
30064	Drafter/CAD Operator IV	29.86	
30081	Engineering Technician I	15.74	***
30082	Engineering Technician II	17.67	
30083	Engineering Technician III	22.90	
30084	Engineering Technician IV	25.79	
30085	Engineering Technician V	31.55	
30086	Engineering Technician VI	38.17	
30090	Environmental Technician	24.61	
30095	Evidence Control Specialist	26.96	
30210	Laboratory Technician	33.14	
30221	Latent Fingerprint Technician I	29.86	
30222	Latent Fingerprint Technician II	32.51	
30240	Mathematical Technician	28.90	

30361	Paralegal/Legal Assistant I	19.58	
30362	Paralegal/Legal Assistant II	24.24	
30363	Paralegal/Legal Assistant III	29.67	
30364	Paralegal/Legal Assistant IV	35.88	
30375	Petroleum Supply Specialist	32.98	
30390	Photo-Optics Technician	26.96	
30395	Radiation Control Technician	32.98	
30461	Technical Writer I	25.72	
30462	Technical Writer II	31.46	
30463	Technical Writer III	38.06	
30491	Unexploded Ordnance (UXO) Technician I	26.22	
30492	Unexploded Ordnance (UXO) Technician II	31.73	
30493	Unexploded Ordnance (UXO) Technician III	38.03	
30494	Unexploded (UXO) Safety Escort	26.22	
30495	Unexploded (UXO) Sweep Personnel	26.22	
30501	Weather Forecaster I	29.86	
30502	Weather Forecaster II	36.33	
30620	Weather Observer, Combined Upper Air Or (see 2)	24.26	
30621	Weather Observer, Senior (see 2)	26.96	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	15.60	***
31030	Bus Driver	21.42	
31043	Driver Courier	14.45	***
31260	Parking and Lot Attendant	10.72	***
31290	Shuttle Bus Driver	13.27	***
31310	Taxi Driver	12.71	***
31361	Truckdriver, Light	15.62	***
31362	Truckdriver, Medium	16.80	
31363	Truckdriver, Heavy	21.99	
31364	Truckdriver, Tractor-Trailer	21.99	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.72	***
99050	Desk Clerk	10.95	***
99095	Embalmer	30.90	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	11.65	***
99252	Laboratory Animal Caretaker II	12.60	***
99260	Marketing Analyst	23.32	
99310	Mortician	30.90	
99410	Pest Controller	17.78	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	18.36	
99711	Recycling Specialist	21.68	
99730	Refuse Collector	16.65	
99810	Sales Clerk	11.16	***
99820	School Crossing Guard	14.47	***
99830	Survey Party Chief	26.59	
99831	Surveying Aide	16.45	
99832	Surveying Technician	22.58	
99840	Vending Machine Attendant	15.17	***
99841	Vending Machine Repairer	18.29	
99842	Vending Machine Repairer Helper	15.17	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4349

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 20

Date Of Last Revision : 12/27/2022

Source : <https://sam.gov/wage-determination/2015-4349/20>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Monongalia, Preston

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.37	***
01012	Accounting Clerk II	18.04	
01013	Accounting Clerk III	20.19	
01020	Administrative Assistant	28.05	
01035	Court Reporter	21.39	
01041	Customer Service Representative I	13.92	***
01042	Customer Service Representative II	15.23	***
01043	Customer Service Representative III	17.07	
01051	Data Entry Operator I	14.05	***
01052	Data Entry Operator II	15.33	***
01060	Dispatcher, Motor Vehicle	17.85	
01070	Document Preparation Clerk	14.22	***
01090	Duplicating Machine Operator	14.22	***
01111	General Clerk I	13.24	***

01112	General Clerk II	14.45	***
01113	General Clerk III	16.22	
01120	Housing Referral Assistant	19.90	
01141	Messenger Courier	13.16	***
01191	Order Clerk I	13.03	***
01192	Order Clerk II	14.22	***
01261	Personnel Assistant (Employment) I	17.27	
01262	Personnel Assistant (Employment) II	19.32	
01263	Personnel Assistant (Employment) III	21.54	
01270	Production Control Clerk	21.70	
01290	Rental Clerk	11.99	***
01300	Scheduler, Maintenance	15.96	***
01311	Secretary I	15.96	***
01312	Secretary II	17.85	
01313	Secretary III	19.90	
01320	Service Order Dispatcher	15.96	***
01410	Supply Technician	28.05	
01420	Survey Worker	14.75	***
01460	Switchboard Operator/Receptionist	13.34	***
01531	Travel Clerk I	14.40	***
01532	Travel Clerk II	15.35	***
01533	Travel Clerk III	16.38	
01611	Word Processor I	14.22	***
01612	Word Processor II	15.96	***
01613	Word Processor III	17.85	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.60	
05010	Automotive Electrician	16.38	
05040	Automotive Glass Installer	15.38	***
05070	Automotive Worker	15.38	***
05110	Mobile Equipment Servicer	13.38	***
05130	Motor Equipment Metal Mechanic	17.18	
05160	Motor Equipment Metal Worker	15.38	***
05190	Motor Vehicle Mechanic	17.18	
05220	Motor Vehicle Mechanic Helper	12.61	***
05250	Motor Vehicle Upholstery Worker	14.40	***
05280	Motor Vehicle Wrecker	15.38	***
05310	Painter, Automotive	16.38	
05340	Radiator Repair Specialist	15.38	***
05370	Tire Repairer	13.63	***
05400	Transmission Repair Specialist	17.18	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.81	***
07041	Cook I	13.80	***
07042	Cook II	15.87	***
07070	Dishwasher	11.04	***
07130	Food Service Worker	11.77	***
07210	Meat Cutter	16.36	
07260	Waiter/Waitress	10.31	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.34	
09040	Furniture Handler	13.80	***
09080	Furniture Refinisher	21.34	

09090	Furniture Refinisher Helper	16.56	
09110	Furniture Repairer, Minor	19.24	
09130	Upholsterer	21.34	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.63	***
11060	Elevator Operator	12.40	***
11090	Gardener	17.40	
11122	Housekeeping Aide	12.40	***
11150	Janitor	12.40	***
11210	Laborer, Grounds Maintenance	13.39	***
11240	Maid or Houseman	11.41	***
11260	Pruner	12.14	***
11270	Tractor Operator	16.09	***
11330	Trail Maintenance Worker	13.39	***
11360	Window Cleaner	13.67	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.46	
12011	Breath Alcohol Technician	18.14	
12012	Certified Occupational Therapist Assistant	24.89	
12015	Certified Physical Therapist Assistant	25.25	
12020	Dental Assistant	17.85	
12025	Dental Hygienist	28.68	
12030	EKG Technician	27.09	
12035	Electroneurodiagnostic Technologist	27.09	
12040	Emergency Medical Technician	16.46	
12071	Licensed Practical Nurse I	16.22	
12072	Licensed Practical Nurse II	18.14	
12073	Licensed Practical Nurse III	20.22	
12100	Medical Assistant	14.13	***
12130	Medical Laboratory Technician	26.29	
12160	Medical Record Clerk	18.40	
12190	Medical Record Technician	22.32	
12195	Medical Transcriptionist	17.65	
12210	Nuclear Medicine Technologist	39.87	
12221	Nursing Assistant I	11.63	***
12222	Nursing Assistant II	13.07	***
12223	Nursing Assistant III	14.26	***
12224	Nursing Assistant IV	16.02	***
12235	Optical Dispenser	18.14	
12236	Optical Technician	16.22	
12250	Pharmacy Technician	14.19	***
12280	Phlebotomist	15.55	***
12305	Radiologic Technologist	27.36	
12311	Registered Nurse I	24.53	
12312	Registered Nurse II	30.00	
12313	Registered Nurse II, Specialist	30.00	
12314	Registered Nurse III	36.29	
12315	Registered Nurse III, Anesthetist	36.29	
12316	Registered Nurse IV	43.51	
12317	Scheduler (Drug and Alcohol Testing)	22.47	
12320	Substance Abuse Treatment Counselor	21.46	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.04	

13012	Exhibits Specialist II	26.07	
13013	Exhibits Specialist III	31.89	
13041	Illustrator I	21.04	
13042	Illustrator II	26.07	
13043	Illustrator III	31.89	
13047	Librarian	28.87	
13050	Library Aide/Clerk	15.17	***
13054	Library Information Technology Systems	26.07	
13058	Library Technician	20.55	
13061	Media Specialist I	18.81	
13062	Media Specialist II	21.04	
13063	Media Specialist III	23.46	
13071	Photographer I	18.81	
13072	Photographer II	21.04	
13073	Photographer III	26.07	
13074	Photographer IV	31.89	
13075	Photographer V	38.58	
13090	Technical Order Library Clerk	20.94	
13110	Video Teleconference Technician	18.81	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.29	***
14042	Computer Operator II	17.11	
14043	Computer Operator III	19.07	
14044	Computer Operator IV	21.20	
14045	Computer Operator V	23.47	
14071	Computer Programmer I (see 1)	23.08	
14072	Computer Programmer II (see 1)	25.98	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	15.29	***
14160	Personal Computer Support Technician	21.20	
14170	System Support Specialist	25.87	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.32	
15020	Aircrew Training Devices Instructor (Rated)	37.88	
15030	Air Crew Training Devices Instructor (Pilot)	45.41	
15050	Computer Based Training Specialist / Instructor	31.32	
15060	Educational Technologist	29.17	
15070	Flight Instructor (Pilot)	45.41	
15080	Graphic Artist	22.19	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.41	
15086	Maintenance Test Pilot, Rotary Wing	45.41	
15088	Non-Maintenance Test/Co-Pilot	45.41	
15090	Technical Instructor	20.98	
15095	Technical Instructor/Course Developer	26.06	
15110	Test Proctor	17.19	
15120	Tutor	17.19	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.60	***
16030	Counter Attendant	10.60	***

16040	Dry Cleaner	13.18	***
16070	Finisher, Flatwork, Machine	10.60	***
16090	Presser, Hand	10.60	***
16110	Presser, Machine, Drycleaning	10.60	***
16130	Presser, Machine, Shirts	10.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.60	***
16190	Sewing Machine Operator	14.12	***
16220	Tailor	15.03	***
16250	Washer, Machine	11.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.99	
19040	Tool And Die Maker	28.93	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.31	
21030	Material Coordinator	21.70	
21040	Material Expediter	21.70	
21050	Material Handling Laborer	12.97	***
21071	Order Filler	11.62	***
21080	Production Line Worker (Food Processing)	17.31	
21110	Shipping Packer	24.57	
21130	Shipping/Receiving Clerk	24.57	
21140	Store Worker I	13.51	***
21150	Stock Clerk	18.17	
21210	Tools And Parts Attendant	17.31	
21410	Warehouse Specialist	17.31	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	26.52	
23019	Aircraft Logs and Records Technician	21.14	
23021	Aircraft Mechanic I	25.19	
23022	Aircraft Mechanic II	26.52	
23023	Aircraft Mechanic III	27.65	
23040	Aircraft Mechanic Helper	18.16	
23050	Aircraft, Painter	24.01	
23060	Aircraft Servicer	21.14	
23070	Aircraft Survival Flight Equipment Technician	24.01	
23080	Aircraft Worker	22.56	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	22.56	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	25.19	
23110	Appliance Mechanic	24.01	
23120	Bicycle Repairer	19.64	
23125	Cable Splicer	29.28	
23130	Carpenter, Maintenance	21.09	
23140	Carpet Layer	22.56	
23160	Electrician, Maintenance	26.83	
23181	Electronics Technician Maintenance I	22.56	
23182	Electronics Technician Maintenance II	24.05	
23183	Electronics Technician Maintenance III	25.22	
23260	Fabric Worker	21.14	
23290	Fire Alarm System Mechanic	25.19	
23310	Fire Extinguisher Repairer	19.64	
23311	Fuel Distribution System Mechanic	25.19	
23312	Fuel Distribution System Operator	19.68	
23370	General Maintenance Worker	16.86	

23380	Ground Support Equipment Mechanic	25.19	
23381	Ground Support Equipment Servicer	21.14	
23382	Ground Support Equipment Worker	22.56	
23391	Gunsmith I	19.64	
23392	Gunsmith II	22.56	
23393	Gunsmith III	25.19	
23410	Heating, Ventilation And Air-Conditioning	20.69	
23411	Heating, Ventilation And Air Contidioning	21.77	
23430	Heavy Equipment Mechanic	20.51	
23440	Heavy Equipment Operator	24.83	
23460	Instrument Mechanic	25.19	
23465	Laboratory/Shelter Mechanic	24.01	
23470	Laborer	12.97	***
23510	Locksmith	24.01	
23530	Machinery Maintenance Mechanic	26.70	
23550	Machinist, Maintenance	22.15	
23580	Maintenance Trades Helper	15.15	***
23591	Metrology Technician I	25.19	
23592	Metrology Technician II	26.52	
23593	Metrology Technician III	27.65	
23640	Millwright	25.19	
23710	Office Appliance Repairer	24.01	
23760	Painter, Maintenance	24.01	
23790	Pipefitter, Maintenance	23.30	
23810	Plumber, Maintenance	22.80	
23820	Pneudraulic Systems Mechanic	25.19	
23850	Rigger	25.19	
23870	Scale Mechanic	22.56	
23890	Sheet-Metal Worker, Maintenance	25.19	
23910	Small Engine Mechanic	22.56	
23931	Telecommunications Mechanic I	23.52	
23932	Telecommunications Mechanic II	24.76	
23950	Telephone Lineman	33.16	
23960	Welder, Combination, Maintenance	19.95	
23965	Well Driller	25.19	
23970	Woodcraft Worker	25.19	
23980	Woodworker	19.64	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.74	***
24570	Child Care Attendant	9.88	***
24580	Child Care Center Clerk	12.33	***
24610	Chore Aide	10.45	***
24620	Family Readiness And Support Services	15.74	***
24630	Homemaker	15.74	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.90	
25040	Sewage Plant Operator	19.78	
25070	Stationary Engineer	22.90	
25190	Ventilation Equipment Tender	16.60	
25210	Water Treatment Plant Operator	19.68	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.06	
27007	Baggage Inspector	14.70	***

27008	Corrections Officer	24.33	
27010	Court Security Officer	19.00	
27030	Detection Dog Handler	16.56	
27040	Detention Officer	24.33	
27070	Firefighter	21.82	
27101	Guard I	14.70	***
27102	Guard II	16.56	
27131	Police Officer I	22.23	
27132	Police Officer II	24.71	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.87	***
28042	Carnival Equipment Repairer	14.99	***
28043	Carnival Worker	10.46	***
28210	Gate Attendant/Gate Tender	17.68	
28310	Lifeguard	15.76	***
28350	Park Attendant (Aide)	19.78	
28510	Recreation Aide/Health Facility Attendant	14.44	***
28515	Recreation Specialist	24.51	
28630	Sports Official	15.76	***
28690	Swimming Pool Operator	17.24	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.81	
29020	Hatch Tender	24.81	
29030	Line Handler	24.81	
29041	Stevedore I	23.25	
29042	Stevedore II	26.39	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.95	
30022	Archeological Technician II	21.20	
30023	Archeological Technician III	26.27	
30030	Cartographic Technician	26.27	
30040	Civil Engineering Technician	25.61	
30051	Cryogenic Technician I	28.36	
30052	Cryogenic Technician II	31.33	
30061	Drafter/CAD Operator I	18.95	
30062	Drafter/CAD Operator II	21.20	
30063	Drafter/CAD Operator III	23.64	
30064	Drafter/CAD Operator IV	28.36	
30081	Engineering Technician I	16.13	***
30082	Engineering Technician II	18.10	
30083	Engineering Technician III	22.90	
30084	Engineering Technician IV	25.79	
30085	Engineering Technician V	31.55	
30086	Engineering Technician VI	38.17	
30090	Environmental Technician	25.32	
30095	Evidence Control Specialist	25.61	
30210	Laboratory Technician	25.55	
30221	Latent Fingerprint Technician I	28.36	
30222	Latent Fingerprint Technician II	31.33	
30240	Mathematical Technician	26.27	

30361	Paralegal/Legal Assistant I	18.26	
30362	Paralegal/Legal Assistant II	22.61	
30363	Paralegal/Legal Assistant III	27.67	
30364	Paralegal/Legal Assistant IV	33.47	
30375	Petroleum Supply Specialist	31.33	
30390	Photo-Optics Technician	26.27	
30395	Radiation Control Technician	31.33	
30461	Technical Writer I	25.61	
30462	Technical Writer II	31.33	
30463	Technical Writer III	37.89	
30491	Unexploded Ordnance (UXO) Technician I	26.22	
30492	Unexploded Ordnance (UXO) Technician II	31.73	
30493	Unexploded Ordnance (UXO) Technician III	38.03	
30494	Unexploded (UXO) Safety Escort	26.22	
30495	Unexploded (UXO) Sweep Personnel	26.22	
30501	Weather Forecaster I	28.36	
30502	Weather Forecaster II	34.49	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.64	
30621	Weather Observer, Senior (see 2)	26.27	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.58	***
31030	Bus Driver	19.00	
31043	Driver Courier	15.74	***
31260	Parking and Lot Attendant	12.31	***
31290	Shuttle Bus Driver	14.57	***
31310	Taxi Driver	13.08	***
31361	Truckdriver, Light	17.02	
31362	Truckdriver, Medium	18.33	
31363	Truckdriver, Heavy	20.52	
31364	Truckdriver, Tractor-Trailer	20.52	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.50	***
99050	Desk Clerk	10.78	***
99095	Embalmer	30.90	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.83	***
99252	Laboratory Animal Caretaker II	15.97	***
99260	Marketing Analyst	26.51	
99310	Mortician	30.90	
99410	Pest Controller	23.21	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.59	
99711	Recycling Specialist	19.94	
99730	Refuse Collector	15.04	***
99810	Sales Clerk	10.97	***
99820	School Crossing Guard	15.04	***
99830	Survey Party Chief	22.40	
99831	Surveying Aide	13.86	***
99832	Surveying Technician	19.02	
99840	Vending Machine Attendant	19.94	
99841	Vending Machine Repairer	24.79	
99842	Vending Machine Repairer Helper	19.94	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4351

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 20

Date Of Last Revision : 12/27/2022

Source : <https://sam.gov/wage-determination/2015-4351/20>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Greenbrier, Logan, McDowell, Mercer, Mingo, Monroe, Nicholas, Pocahontas, Summers, Webster, Wyoming

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.05	***
01012	Accounting Clerk II	18.04	
01013	Accounting Clerk III	20.19	
01020	Administrative Assistant	24.95	
01035	Court Reporter	21.39	
01041	Customer Service Representative I	13.05	***
01042	Customer Service Representative II	14.24	***
01043	Customer Service Representative III	15.98	***
01051	Data Entry Operator I	12.79	***
01052	Data Entry Operator II	13.96	***
01060	Dispatcher, Motor Vehicle	20.27	
01070	Document Preparation Clerk	14.78	***
01090	Duplicating Machine Operator	14.78	***

01111	General Clerk I	13.73	***
01112	General Clerk II	14.98	***
01113	General Clerk III	16.81	
01120	Housing Referral Assistant	18.55	
01141	Messenger Courier	10.80	***
01191	Order Clerk I	12.14	***
01192	Order Clerk II	13.28	***
01261	Personnel Assistant (Employment) I	16.55	
01262	Personnel Assistant (Employment) II	18.51	
01263	Personnel Assistant (Employment) III	20.65	
01270	Production Control Clerk	22.11	
01290	Rental Clerk	12.36	***
01300	Scheduler, Maintenance	14.88	***
01311	Secretary I	14.88	***
01312	Secretary II	16.64	
01313	Secretary III	18.55	
01320	Service Order Dispatcher	18.12	
01410	Supply Technician	24.95	
01420	Survey Worker	14.12	***
01460	Switchboard Operator/Receptionist	13.37	***
01531	Travel Clerk I	14.40	***
01532	Travel Clerk II	15.35	***
01533	Travel Clerk III	16.38	
01611	Word Processor I	13.64	***
01612	Word Processor II	15.31	***
01613	Word Processor III	16.78	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	17.84	
05010	Automotive Electrician	14.72	***
05040	Automotive Glass Installer	14.22	***
05070	Automotive Worker	14.22	***
05110	Mobile Equipment Servicer	13.17	***
05130	Motor Equipment Metal Mechanic	15.24	***
05160	Motor Equipment Metal Worker	14.22	***
05190	Motor Vehicle Mechanic	15.24	***
05220	Motor Vehicle Mechanic Helper	12.61	***
05250	Motor Vehicle Upholstery Worker	13.72	***
05280	Motor Vehicle Wrecker	14.22	***
05310	Painter, Automotive	14.72	***
05340	Radiator Repair Specialist	14.22	***
05370	Tire Repairer	13.50	***
05400	Transmission Repair Specialist	15.25	***

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.30	***
07041	Cook I	11.67	***
07042	Cook II	13.42	***
07070	Dishwasher	10.68	***
07130	Food Service Worker	10.91	***
07210	Meat Cutter	13.12	***
07260	Waiter/Waitress	10.88	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.86	
09040	Furniture Handler	15.20	***

09080	Furniture Refinisher	21.68	
09090	Furniture Refinisher Helper	18.28	
09110	Furniture Repairer, Minor	20.08	
09130	Upholsterer	21.68	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.56	***
11060	Elevator Operator	11.56	***
11090	Gardener	14.37	***
11122	Housekeeping Aide	11.72	***
11150	Janitor	11.72	***
11210	Laborer, Grounds Maintenance	11.26	***
11240	Maid or Houseman	10.77	***
11260	Pruner	10.28	***
11270	Tractor Operator	13.29	***
11330	Trail Maintenance Worker	11.26	***
11360	Window Cleaner	12.93	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	14.42	***
12011	Breath Alcohol Technician	17.90	
12012	Certified Occupational Therapist Assistant	24.85	
12015	Certified Physical Therapist Assistant	26.21	
12020	Dental Assistant	14.99	***
12025	Dental Hygienist	28.73	
12030	EKG Technician	25.72	
12035	Electroneurodiagnostic Technologist	25.72	
12040	Emergency Medical Technician	14.42	***
12071	Licensed Practical Nurse I	16.19	***
12072	Licensed Practical Nurse II	18.12	
12073	Licensed Practical Nurse III	20.20	
12100	Medical Assistant	13.73	***
12130	Medical Laboratory Technician	23.14	
12160	Medical Record Clerk	13.35	***
12190	Medical Record Technician	16.13	***
12195	Medical Transcriptionist	16.73	
12210	Nuclear Medicine Technologist	39.81	
12221	Nursing Assistant I	12.20	***
12222	Nursing Assistant II	13.71	***
12223	Nursing Assistant III	14.96	***
12224	Nursing Assistant IV	16.79	
12235	Optical Dispenser	17.90	
12236	Optical Technician	16.19	***
12250	Pharmacy Technician	14.16	***
12280	Phlebotomist	14.76	***
12305	Radiologic Technologist	22.53	
12311	Registered Nurse I	23.79	
12312	Registered Nurse II	29.10	
12313	Registered Nurse II, Specialist	29.10	
12314	Registered Nurse III	35.20	
12315	Registered Nurse III, Anesthetist	35.20	
12316	Registered Nurse IV	42.20	
12317	Scheduler (Drug and Alcohol Testing)	22.44	
12320	Substance Abuse Treatment Counselor	17.98	

7. Information And Arts Occupations

Code	Title	Rate	Note
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13011	Exhibits Specialist I	14.85	***
13012	Exhibits Specialist II	18.41	
13013	Exhibits Specialist III	22.52	
13041	Illustrator I	14.85	***
13042	Illustrator II	18.41	
13043	Illustrator III	22.52	
13047	Librarian	20.38	
13050	Library Aide/Clerk	9.58	***
13054	Library Information Technology Systems	18.41	
13058	Library Technician	14.75	***
13061	Media Specialist I	13.28	***
13062	Media Specialist II	14.85	***
13063	Media Specialist III	16.57	
13071	Photographer I	13.62	***
13072	Photographer II	15.23	***
13073	Photographer III	18.87	
13074	Photographer IV	23.08	
13075	Photographer V	27.93	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	13.50	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.09	***
14042	Computer Operator II	18.01	
14043	Computer Operator III	20.08	
14044	Computer Operator IV	22.31	
14045	Computer Operator V	24.70	
14071	Computer Programmer I (see 1)	18.27	
14072	Computer Programmer II (see 1)	22.64	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	16.09	***
14160	Personal Computer Support Technician	22.67	
14170	System Support Specialist	24.70	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	29.35	
15020	Aircrew Training Devices Instructor (Rated)	35.51	
15030	Air Crew Training Devices Instructor (Pilot)	42.56	
15050	Computer Based Training Specialist / Instructor	29.35	
15060	Educational Technologist	28.18	
15070	Flight Instructor (Pilot)	42.56	
15080	Graphic Artist	27.89	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	42.56	
15086	Maintenance Test Pilot, Rotary Wing	42.56	
15088	Non-Maintenance Test/Co-Pilot	42.56	
15090	Technical Instructor	22.80	
15095	Technical Instructor/Course Developer	27.89	
15110	Test Proctor	18.40	
15120	Tutor	18.40	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.60	***

16030	Counter Attendant	10.60	***
16040	Dry Cleaner	13.18	***
16070	Finisher, Flatwork, Machine	10.60	***
16090	Presser, Hand	10.60	***
16110	Presser, Machine, Drycleaning	10.60	***
16130	Presser, Machine, Shirts	10.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.60	***
16190	Sewing Machine Operator	14.12	***
16220	Tailor	15.03	***
16250	Washer, Machine	11.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.11	
19040	Tool And Die Maker	29.04	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	15.80	***
21030	Material Coordinator	22.11	
21040	Material Expediter	22.11	
21050	Material Handling Laborer	13.89	***
21071	Order Filler	13.13	***
21080	Production Line Worker (Food Processing)	15.80	***
21110	Shipping Packer	16.56	
21130	Shipping/Receiving Clerk	16.56	
21140	Store Worker I	13.51	***
21150	Stock Clerk	18.17	
21210	Tools And Parts Attendant	15.80	***
21410	Warehouse Specialist	15.80	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	26.62	
23019	Aircraft Logs and Records Technician	21.29	
23021	Aircraft Mechanic I	25.29	
23022	Aircraft Mechanic II	26.62	
23023	Aircraft Mechanic III	27.75	
23040	Aircraft Mechanic Helper	19.31	
23050	Aircraft, Painter	24.11	
23060	Aircraft Servicer	21.29	
23070	Aircraft Survival Flight Equipment Technician	24.11	
23080	Aircraft Worker	22.64	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	22.64	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	25.29	
23110	Appliance Mechanic	24.11	
23120	Bicycle Repairer	19.76	
23125	Cable Splicer	37.27	
23130	Carpenter, Maintenance	17.95	
23140	Carpet Layer	22.64	
23160	Electrician, Maintenance	26.83	
23181	Electronics Technician Maintenance I	22.64	
23182	Electronics Technician Maintenance II	24.16	
23183	Electronics Technician Maintenance III	25.34	
23260	Fabric Worker	21.24	
23290	Fire Alarm System Mechanic	25.29	
23310	Fire Extinguisher Repairer	19.76	
23311	Fuel Distribution System Mechanic	27.82	
23312	Fuel Distribution System Operator	21.74	

23370	General Maintenance Worker	16.23	
23380	Ground Support Equipment Mechanic	25.29	
23381	Ground Support Equipment Servicer	21.29	
23382	Ground Support Equipment Worker	22.64	
23391	Gunsmith I	19.76	
23392	Gunsmith II	22.64	
23393	Gunsmith III	25.29	
23410	Heating, Ventilation And Air-Conditioning	18.13	
23411	Heating, Ventilation And Air Contidioning	19.08	
23430	Heavy Equipment Mechanic	22.59	
23440	Heavy Equipment Operator	19.94	
23460	Instrument Mechanic	25.29	
23465	Laboratory/Shelter Mechanic	24.11	
23470	Laborer	13.89	***
23510	Locksmith	24.11	
23530	Machinery Maintenance Mechanic	25.86	
23550	Machinist, Maintenance	22.86	
23580	Maintenance Trades Helper	13.72	***
23591	Metrology Technician I	25.29	
23592	Metrology Technician II	26.62	
23593	Metrology Technician III	27.75	
23640	Millwright	23.45	
23710	Office Appliance Repairer	24.11	
23760	Painter, Maintenance	20.19	
23790	Pipefitter, Maintenance	22.60	
23810	Plumber, Maintenance	21.55	
23820	Pneudraulic Systems Mechanic	25.29	
23850	Rigger	25.29	
23870	Scale Mechanic	22.64	
23890	Sheet-Metal Worker, Maintenance	25.29	
23910	Small Engine Mechanic	22.64	
23931	Telecommunications Mechanic I	27.72	
23932	Telecommunications Mechanic II	29.18	
23950	Telephone Lineman	35.41	
23960	Welder, Combination, Maintenance	20.69	
23965	Well Driller	25.29	
23970	Woodcraft Worker	25.29	
23980	Woodworker	19.76	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.38	
24570	Child Care Attendant	10.94	***
24580	Child Care Center Clerk	13.65	***
24610	Chore Aide	10.69	***
24620	Family Readiness And Support Services	16.38	
24630	Homemaker	16.38	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.99	
25040	Sewage Plant Operator	18.04	
25070	Stationary Engineer	22.99	
25190	Ventilation Equipment Tender	16.62	
25210	Water Treatment Plant Operator	18.04	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.57	***

27007	Baggage Inspector	11.61	***
27008	Corrections Officer	20.85	
27010	Court Security Officer	17.42	
27030	Detection Dog Handler	12.99	***
27040	Detention Officer	20.85	
27070	Firefighter	16.40	
27101	Guard I	11.61	***
27102	Guard II	12.99	***
27131	Police Officer I	20.47	
27132	Police Officer II	22.75	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.83	***
28042	Carnival Equipment Repairer	13.88	***
28043	Carnival Worker	10.00	***
28210	Gate Attendant/Gate Tender	16.30	
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	18.18	
28510	Recreation Aide/Health Facility Attendant	13.30	***
28515	Recreation Specialist	18.85	
28630	Sports Official	12.91	***
28690	Swimming Pool Operator	19.57	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.64	
29020	Hatch Tender	22.64	
29030	Line Handler	22.64	
29041	Stevedore I	21.24	
29042	Stevedore II	24.11	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.95	
30022	Archeological Technician II	21.20	
30023	Archeological Technician III	26.27	
30030	Cartographic Technician	26.27	
30040	Civil Engineering Technician	23.85	
30051	Cryogenic Technician I	28.02	
30052	Cryogenic Technician II	30.95	
30061	Drafter/CAD Operator I	18.95	
30062	Drafter/CAD Operator II	21.20	
30063	Drafter/CAD Operator III	23.64	
30064	Drafter/CAD Operator IV	28.02	
30081	Engineering Technician I	15.69	***
30082	Engineering Technician II	17.61	
30083	Engineering Technician III	22.90	
30084	Engineering Technician IV	25.79	
30085	Engineering Technician V	31.55	
30086	Engineering Technician VI	38.17	
30090	Environmental Technician	22.40	
30095	Evidence Control Specialist	25.30	
30210	Laboratory Technician	25.55	
30221	Latent Fingerprint Technician I	28.02	
30222	Latent Fingerprint Technician II	30.95	

30240	Mathematical Technician	26.27	
30361	Paralegal/Legal Assistant I	18.45	
30362	Paralegal/Legal Assistant II	22.85	
30363	Paralegal/Legal Assistant III	27.95	
30364	Paralegal/Legal Assistant IV	33.82	
30375	Petroleum Supply Specialist	30.95	
30390	Photo-Optics Technician	26.27	
30395	Radiation Control Technician	30.95	
30461	Technical Writer I	25.30	
30462	Technical Writer II	30.95	
30463	Technical Writer III	37.45	
30491	Unexploded Ordnance (UXO) Technician I	26.22	
30492	Unexploded Ordnance (UXO) Technician II	31.73	
30493	Unexploded Ordnance (UXO) Technician III	38.03	
30494	Unexploded (UXO) Safety Escort	26.22	
30495	Unexploded (UXO) Sweep Personnel	26.22	
30501	Weather Forecaster I	28.02	
30502	Weather Forecaster II	34.09	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.64	
30621	Weather Observer, Senior (see 2)	26.27	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	11.91	***
31030	Bus Driver	16.64	
31043	Driver Courier	15.22	***
31260	Parking and Lot Attendant	11.48	***
31290	Shuttle Bus Driver	14.55	***
31310	Taxi Driver	11.81	***
31361	Truckdriver, Light	16.46	
31362	Truckdriver, Medium	17.72	
31363	Truckdriver, Heavy	18.38	
31364	Truckdriver, Tractor-Trailer	18.38	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.51	***
99050	Desk Clerk	10.80	***
99095	Embalmer	30.90	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.48	***
99252	Laboratory Animal Caretaker II	14.52	***
99260	Marketing Analyst	21.88	
99310	Mortician	30.90	
99410	Pest Controller	23.21	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	12.47	***
99711	Recycling Specialist	15.00	***
99730	Refuse Collector	11.31	***
99810	Sales Clerk	11.36	***
99820	School Crossing Guard	15.04	***
99830	Survey Party Chief	20.97	
99831	Surveying Aide	12.97	***
99832	Surveying Technician	17.81	
99840	Vending Machine Attendant	18.36	
99841	Vending Machine Repairer	22.58	
99842	Vending Machine Repairer Helper	18.36	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4353

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 20

Date Of Last Revision : 12/27/2022

Source : <https://sam.gov/wage-determination/2015-4353/20>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Barbour, Braxton, Calhoun, Doddridge, Gilmer, Grant, Hardy, Harrison, Jackson, Lewis, Marion, Mason, Morgan, Pendleton, Pleasants, Randolph, Ritchie, Roane, Taylor, Tucker, Tyler, Upshur, Wetzel

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.15	***
01012	Accounting Clerk II	18.14	
01013	Accounting Clerk III	20.28	
01020	Administrative Assistant	22.44	
01035	Court Reporter	23.53	
01041	Customer Service Representative I	15.03	***
01042	Customer Service Representative II	16.58	
01043	Customer Service Representative III	18.44	
01051	Data Entry Operator I	13.69	***
01052	Data Entry Operator II	14.94	***
01060	Dispatcher, Motor Vehicle	20.31	
01070	Document Preparation Clerk	13.81	***
01090	Duplicating Machine Operator	13.81	***

01111	General Clerk I	13.93	***
01112	General Clerk II	15.20	***
01113	General Clerk III	17.06	
01120	Housing Referral Assistant	18.21	
01141	Messenger Courier	12.38	***
01191	Order Clerk I	13.78	***
01192	Order Clerk II	15.04	***
01261	Personnel Assistant (Employment) I	17.75	
01262	Personnel Assistant (Employment) II	19.86	
01263	Personnel Assistant (Employment) III	22.14	
01270	Production Control Clerk	22.77	
01290	Rental Clerk	11.99	***
01300	Scheduler, Maintenance	14.61	***
01311	Secretary I	14.61	***
01312	Secretary II	16.34	
01313	Secretary III	18.21	
01320	Service Order Dispatcher	18.16	
01410	Supply Technician	22.44	
01420	Survey Worker	14.75	***
01460	Switchboard Operator/Receptionist	13.63	***
01531	Travel Clerk I	14.20	***
01532	Travel Clerk II	15.10	***
01533	Travel Clerk III	16.33	
01611	Word Processor I	13.64	***
01612	Word Processor II	15.31	***
01613	Word Processor III	16.78	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	19.63	
05010	Automotive Electrician	14.95	***
05040	Automotive Glass Installer	14.27	***
05070	Automotive Worker	14.27	***
05110	Mobile Equipment Servicer	13.17	***
05130	Motor Equipment Metal Mechanic	15.56	***
05160	Motor Equipment Metal Worker	14.27	***
05190	Motor Vehicle Mechanic	15.56	***
05220	Motor Vehicle Mechanic Helper	12.61	***
05250	Motor Vehicle Upholstery Worker	13.72	***
05280	Motor Vehicle Wrecker	14.27	***
05310	Painter, Automotive	14.95	***
05340	Radiator Repair Specialist	14.27	***
05370	Tire Repairer	13.63	***
05400	Transmission Repair Specialist	15.56	***

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	11.03	***
07041	Cook I	13.02	***
07042	Cook II	14.48	***
07070	Dishwasher	10.20	***
07130	Food Service Worker	10.72	***
07210	Meat Cutter	14.65	***
07260	Waiter/Waitress	10.84	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.48	
09040	Furniture Handler	12.48	***

09080	Furniture Refinisher	17.48	
09090	Furniture Refinisher Helper	14.17	***
09110	Furniture Repairer, Minor	15.83	***
09130	Upholsterer	17.48	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.73	***
11060	Elevator Operator	13.12	***
11090	Gardener	14.21	***
11122	Housekeeping Aide	13.12	***
11150	Janitor	13.12	***
11210	Laborer, Grounds Maintenance	11.81	***
11240	Maid or Houseman	10.92	***
11260	Pruner	11.04	***
11270	Tractor Operator	13.42	***
11330	Trail Maintenance Worker	11.81	***
11360	Window Cleaner	14.03	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	14.50	***
12011	Breath Alcohol Technician	20.57	
12012	Certified Occupational Therapist Assistant	28.79	
12015	Certified Physical Therapist Assistant	25.08	
12020	Dental Assistant	15.23	***
12025	Dental Hygienist	29.86	
12030	EKG Technician	23.29	
12035	Electroneurodiagnostic Technologist	23.29	
12040	Emergency Medical Technician	14.50	***
12071	Licensed Practical Nurse I	18.40	
12072	Licensed Practical Nurse II	20.57	
12073	Licensed Practical Nurse III	22.93	
12100	Medical Assistant	13.87	***
12130	Medical Laboratory Technician	23.03	
12160	Medical Record Clerk	16.27	
12190	Medical Record Technician	18.21	
12195	Medical Transcriptionist	16.50	
12210	Nuclear Medicine Technologist	45.22	
12221	Nursing Assistant I	13.56	***
12222	Nursing Assistant II	15.24	***
12223	Nursing Assistant III	16.63	
12224	Nursing Assistant IV	18.68	
12235	Optical Dispenser	16.60	
12236	Optical Technician	18.40	
12250	Pharmacy Technician	14.91	***
12280	Phlebotomist	14.58	***
12305	Radiologic Technologist	23.87	
12311	Registered Nurse I	26.47	
12312	Registered Nurse II	32.37	
12313	Registered Nurse II, Specialist	32.37	
12314	Registered Nurse III	39.17	
12315	Registered Nurse III, Anesthetist	39.17	
12316	Registered Nurse IV	46.95	
12317	Scheduler (Drug and Alcohol Testing)	25.49	
12320	Substance Abuse Treatment Counselor	17.86	

7. Information And Arts Occupations

Code	Title	Rate	Note
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13011	Exhibits Specialist I	14.85	***
13012	Exhibits Specialist II	18.41	
13013	Exhibits Specialist III	22.52	
13041	Illustrator I	14.85	***
13042	Illustrator II	18.41	
13043	Illustrator III	22.52	
13047	Librarian	20.38	
13050	Library Aide/Clerk	10.59	***
13054	Library Information Technology Systems	18.41	
13058	Library Technician	14.75	***
13061	Media Specialist I	13.28	***
13062	Media Specialist II	14.85	***
13063	Media Specialist III	16.57	
13071	Photographer I	13.62	***
13072	Photographer II	15.23	***
13073	Photographer III	18.87	
13074	Photographer IV	23.08	
13075	Photographer V	27.93	
13090	Technical Order Library Clerk	13.29	***
13110	Video Teleconference Technician	13.50	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.09	***
14042	Computer Operator II	18.01	
14043	Computer Operator III	20.08	
14044	Computer Operator IV	22.31	
14045	Computer Operator V	24.70	
14071	Computer Programmer I (see 1)	24.67	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	16.09	***
14160	Personal Computer Support Technician	22.67	
14170	System Support Specialist	23.86	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.39	
15020	Aircrew Training Devices Instructor (Rated)	40.38	
15030	Air Crew Training Devices Instructor (Pilot)	48.40	
15050	Computer Based Training Specialist / Instructor	33.39	
15060	Educational Technologist	25.81	
15070	Flight Instructor (Pilot)	48.40	
15080	Graphic Artist	18.11	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.40	
15086	Maintenance Test Pilot, Rotary Wing	48.40	
15088	Non-Maintenance Test/Co-Pilot	48.40	
15090	Technical Instructor	21.19	
15095	Technical Instructor/Course Developer	25.92	
15110	Test Proctor	17.11	
15120	Tutor	17.11	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.78	***

16030	Counter Attendant	10.78	***
16040	Dry Cleaner	13.31	***
16070	Finisher, Flatwork, Machine	10.78	***
16090	Presser, Hand	10.78	***
16110	Presser, Machine, Drycleaning	10.78	***
16130	Presser, Machine, Shirts	10.78	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.78	***
16190	Sewing Machine Operator	14.20	***
16220	Tailor	15.06	***
16250	Washer, Machine	11.57	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.07	
19040	Tool And Die Maker	30.51	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	16.49	
21030	Material Coordinator	22.77	
21040	Material Expediter	22.77	
21050	Material Handling Laborer	14.08	***
21071	Order Filler	11.90	***
21080	Production Line Worker (Food Processing)	16.49	
21110	Shipping Packer	14.90	***
21130	Shipping/Receiving Clerk	14.90	***
21140	Store Worker I	16.51	
21150	Stock Clerk	20.19	
21210	Tools And Parts Attendant	16.49	
21410	Warehouse Specialist	16.49	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	26.97	
23019	Aircraft Logs and Records Technician	22.75	
23021	Aircraft Mechanic I	25.95	
23022	Aircraft Mechanic II	26.97	
23023	Aircraft Mechanic III	27.97	
23040	Aircraft Mechanic Helper	20.62	
23050	Aircraft, Painter	24.95	
23060	Aircraft Servicer	22.75	
23070	Aircraft Survival Flight Equipment Technician	24.95	
23080	Aircraft Worker	23.82	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	23.82	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	25.95	
23110	Appliance Mechanic	26.07	
23120	Bicycle Repairer	22.35	
23125	Cable Splicer	36.91	
23130	Carpenter, Maintenance	20.00	
23140	Carpet Layer	24.84	
23160	Electrician, Maintenance	29.50	
23181	Electronics Technician Maintenance I	24.84	
23182	Electronics Technician Maintenance II	26.84	
23183	Electronics Technician Maintenance III	27.92	
23260	Fabric Worker	23.61	
23290	Fire Alarm System Mechanic	27.16	
23310	Fire Extinguisher Repairer	22.35	
23311	Fuel Distribution System Mechanic	37.91	
23312	Fuel Distribution System Operator	30.22	

23370	General Maintenance Worker	16.23	
23380	Ground Support Equipment Mechanic	25.95	
23381	Ground Support Equipment Servicer	22.75	
23382	Ground Support Equipment Worker	23.82	
23391	Gunsmith I	22.35	
23392	Gunsmith II	24.84	
23393	Gunsmith III	27.16	
23410	Heating, Ventilation And Air-Conditioning	18.13	
23411	Heating, Ventilation And Air Contidioning	19.08	
23430	Heavy Equipment Mechanic	22.30	
23440	Heavy Equipment Operator	22.53	
23460	Instrument Mechanic	27.16	
23465	Laboratory/Shelter Mechanic	26.07	
23470	Laborer	14.08	***
23510	Locksmith	26.07	
23530	Machinery Maintenance Mechanic	25.81	
23550	Machinist, Maintenance	22.13	
23580	Maintenance Trades Helper	15.72	***
23591	Metrology Technician I	27.16	
23592	Metrology Technician II	28.31	
23593	Metrology Technician III	29.36	
23640	Millwright	29.20	
23710	Office Appliance Repairer	20.46	
23760	Painter, Maintenance	22.94	
23790	Pipefitter, Maintenance	26.28	
23810	Plumber, Maintenance	26.08	
23820	Pneudraulic Systems Mechanic	27.16	
23850	Rigger	27.16	
23870	Scale Mechanic	24.84	
23890	Sheet-Metal Worker, Maintenance	25.26	
23910	Small Engine Mechanic	16.23	
23931	Telecommunications Mechanic I	23.74	
23932	Telecommunications Mechanic II	24.75	
23950	Telephone Lineman	35.87	
23960	Welder, Combination, Maintenance	23.42	
23965	Well Driller	26.78	
23970	Woodcraft Worker	27.16	
23980	Woodworker	22.35	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.61	***
24570	Child Care Attendant	10.38	***
24580	Child Care Center Clerk	12.95	***
24610	Chore Aide	10.70	***
24620	Family Readiness And Support Services	14.61	***
24630	Homemaker	14.61	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.16	
25040	Sewage Plant Operator	18.22	
25070	Stationary Engineer	27.16	
25190	Ventilation Equipment Tender	20.47	
25210	Water Treatment Plant Operator	18.22	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.95	***

27007	Baggage Inspector	13.90	***
27008	Corrections Officer	17.86	
27010	Court Security Officer	19.99	
27030	Detection Dog Handler	15.55	***
27040	Detention Officer	17.86	
27070	Firefighter	20.48	
27101	Guard I	13.90	***
27102	Guard II	15.55	***
27131	Police Officer I	22.26	
27132	Police Officer II	24.75	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.01	***
28042	Carnival Equipment Repairer	12.72	***
28043	Carnival Worker	9.88	***
28210	Gate Attendant/Gate Tender	16.46	
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	18.18	
28510	Recreation Aide/Health Facility Attendant	13.43	***
28515	Recreation Specialist	20.28	
28630	Sports Official	13.04	***
28690	Swimming Pool Operator	14.70	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.35	
29020	Hatch Tender	26.35	
29030	Line Handler	26.35	
29041	Stevedore I	24.70	
29042	Stevedore II	28.03	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.70	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	32.20	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47	
30021	Archeological Technician I	20.85	
30022	Archeological Technician II	23.32	
30023	Archeological Technician III	28.90	
30030	Cartographic Technician	28.90	
30040	Civil Engineering Technician	24.43	
30051	Cryogenic Technician I	30.87	
30052	Cryogenic Technician II	34.10	
30061	Drafter/CAD Operator I	20.85	
30062	Drafter/CAD Operator II	23.32	
30063	Drafter/CAD Operator III	26.00	
30064	Drafter/CAD Operator IV	30.87	
30081	Engineering Technician I	18.80	
30082	Engineering Technician II	21.10	
30083	Engineering Technician III	23.60	
30084	Engineering Technician IV	29.25	
30085	Engineering Technician V	35.78	
30086	Engineering Technician VI	43.28	
30090	Environmental Technician	22.92	
30095	Evidence Control Specialist	27.87	
30210	Laboratory Technician	26.01	
30221	Latent Fingerprint Technician I	30.87	
30222	Latent Fingerprint Technician II	34.10	

30240	Mathematical Technician	28.90	
30361	Paralegal/Legal Assistant I	21.31	
30362	Paralegal/Legal Assistant II	25.84	
30363	Paralegal/Legal Assistant III	31.63	
30364	Paralegal/Legal Assistant IV	38.27	
30375	Petroleum Supply Specialist	34.10	
30390	Photo-Optics Technician	28.90	
30395	Radiation Control Technician	34.10	
30461	Technical Writer I	27.87	
30462	Technical Writer II	34.10	
30463	Technical Writer III	41.25	
30491	Unexploded Ordnance (UXO) Technician I	29.68	
30492	Unexploded Ordnance (UXO) Technician II	35.91	
30493	Unexploded Ordnance (UXO) Technician III	43.04	
30494	Unexploded (UXO) Safety Escort	29.68	
30495	Unexploded (UXO) Sweep Personnel	29.68	
30501	Weather Forecaster I	30.87	
30502	Weather Forecaster II	37.55	
30620	Weather Observer, Combined Upper Air Or (see 2)	26.00	
30621	Weather Observer, Senior (see 2)	28.90	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.91	
31020	Bus Aide	14.18	***
31030	Bus Driver	19.47	
31043	Driver Courier	14.77	***
31260	Parking and Lot Attendant	13.88	***
31290	Shuttle Bus Driver	14.92	***
31310	Taxi Driver	11.88	***
31361	Truckdriver, Light	15.64	***
31362	Truckdriver, Medium	16.52	
31363	Truckdriver, Heavy	22.55	
31364	Truckdriver, Tractor-Trailer	22.55	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.51	
99030	Cashier	10.72	***
99050	Desk Clerk	10.73	***
99095	Embalmer	30.90	
99130	Flight Follower	29.68	
99251	Laboratory Animal Caretaker I	12.73	***
99252	Laboratory Animal Caretaker II	13.48	***
99260	Marketing Analyst	21.58	
99310	Mortician	30.90	
99410	Pest Controller	15.27	***
99510	Photofinishing Worker	15.60	***
99710	Recycling Laborer	13.45	***
99711	Recycling Specialist	15.06	***
99730	Refuse Collector	12.69	***
99810	Sales Clerk	11.02	***
99820	School Crossing Guard	17.97	
99830	Survey Party Chief	23.41	
99831	Surveying Aide	14.47	***
99832	Surveying Technician	19.88	
99840	Vending Machine Attendant	19.19	
99841	Vending Machine Repairer	22.55	
99842	Vending Machine Repairer Helper	19.19	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4355

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 20

Date Of Last Revision : 12/27/2022

Source : <https://sam.gov/wage-determination/2015-4355/20>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Wirt, Wood

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.90	***
01012	Accounting Clerk II	18.04	
01013	Accounting Clerk III	20.19	
01020	Administrative Assistant	21.79	
01035	Court Reporter	21.39	
01041	Customer Service Representative I	13.10	***
01042	Customer Service Representative II	14.29	***
01043	Customer Service Representative III	16.04	***
01051	Data Entry Operator I	12.83	***
01052	Data Entry Operator II	14.00	***
01060	Dispatcher, Motor Vehicle	17.52	
01070	Document Preparation Clerk	14.00	***
01090	Duplicating Machine Operator	14.00	***
01111	General Clerk I	12.97	***

01112	General Clerk II	14.15	***
01113	General Clerk III	15.89	***
01120	Housing Referral Assistant	19.61	
01141	Messenger Courier	11.42	***
01191	Order Clerk I	12.83	***
01192	Order Clerk II	14.00	***
01261	Personnel Assistant (Employment) I	16.89	
01262	Personnel Assistant (Employment) II	18.89	
01263	Personnel Assistant (Employment) III	21.06	
01270	Production Control Clerk	25.94	
01290	Rental Clerk	11.99	***
01300	Scheduler, Maintenance	15.73	***
01311	Secretary I	15.73	***
01312	Secretary II	17.59	
01313	Secretary III	19.61	
01320	Service Order Dispatcher	15.66	***
01410	Supply Technician	21.79	
01420	Survey Worker	14.75	***
01460	Switchboard Operator/Receptionist	13.45	***
01531	Travel Clerk I	14.40	***
01532	Travel Clerk II	15.35	***
01533	Travel Clerk III	16.38	
01611	Word Processor I	14.00	***
01612	Word Processor II	15.73	***
01613	Word Processor III	17.59	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	17.88	
05010	Automotive Electrician	15.00	***
05040	Automotive Glass Installer	14.22	***
05070	Automotive Worker	14.22	***
05110	Mobile Equipment Servicer	13.17	***
05130	Motor Equipment Metal Mechanic	15.74	***
05160	Motor Equipment Metal Worker	14.22	***
05190	Motor Vehicle Mechanic	15.74	***
05220	Motor Vehicle Mechanic Helper	12.61	***
05250	Motor Vehicle Upholstery Worker	13.72	***
05280	Motor Vehicle Wrecker	14.22	***
05310	Painter, Automotive	15.00	***
05340	Radiator Repair Specialist	14.22	***
05370	Tire Repairer	15.21	***
05400	Transmission Repair Specialist	15.74	***

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.87	
07041	Cook I	11.85	***
07042	Cook II	13.63	***
07070	Dishwasher	10.91	***
07130	Food Service Worker	11.45	***
07210	Meat Cutter	14.31	***
07260	Waiter/Waitress	10.82	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.89	
09040	Furniture Handler	14.38	***
09080	Furniture Refinisher	22.89	

09090	Furniture Refinisher Helper	17.29	
09110	Furniture Repairer, Minor	20.12	
09130	Upholsterer	22.89	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.13	***
11060	Elevator Operator	11.13	***
11090	Gardener	16.19	***
11122	Housekeeping Aide	12.39	***
11150	Janitor	12.39	***
11210	Laborer, Grounds Maintenance	12.46	***
11240	Maid or Houseman	10.97	***
11260	Pruner	11.30	***
11270	Tractor Operator	14.98	***
11330	Trail Maintenance Worker	12.46	***
11360	Window Cleaner	13.66	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.47	
12011	Breath Alcohol Technician	18.47	
12012	Certified Occupational Therapist Assistant	25.34	
12015	Certified Physical Therapist Assistant	24.57	
12020	Dental Assistant	17.43	
12025	Dental Hygienist	29.66	
12030	EKG Technician	27.99	
12035	Electroneurodiagnostic Technologist	27.99	
12040	Emergency Medical Technician	18.47	
12071	Licensed Practical Nurse I	16.52	
12072	Licensed Practical Nurse II	18.47	
12073	Licensed Practical Nurse III	20.59	
12100	Medical Assistant	14.77	***
12130	Medical Laboratory Technician	21.92	
12160	Medical Record Clerk	16.12	***
12190	Medical Record Technician	18.15	
12195	Medical Transcriptionist	16.52	
12210	Nuclear Medicine Technologist	40.59	
12221	Nursing Assistant I	12.18	***
12222	Nursing Assistant II	13.69	***
12223	Nursing Assistant III	14.94	***
12224	Nursing Assistant IV	16.76	
12235	Optical Dispenser	18.47	
12236	Optical Technician	16.52	
12250	Pharmacy Technician	14.01	***
12280	Phlebotomist	16.42	
12305	Radiologic Technologist	26.97	
12311	Registered Nurse I	24.09	
12312	Registered Nurse II	29.47	
12313	Registered Nurse II, Specialist	29.47	
12314	Registered Nurse III	35.66	
12315	Registered Nurse III, Anesthetist	35.66	
12316	Registered Nurse IV	42.74	
12317	Scheduler (Drug and Alcohol Testing)	22.87	
12320	Substance Abuse Treatment Counselor	21.31	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.38	

13012	Exhibits Specialist II	20.29	
13013	Exhibits Specialist III	24.81	
13041	Illustrator I	16.38	
13042	Illustrator II	20.29	
13043	Illustrator III	24.81	
13047	Librarian	22.47	
13050	Library Aide/Clerk	12.90	***
13054	Library Information Technology Systems	20.29	
13058	Library Technician	16.38	
13061	Media Specialist I	14.64	***
13062	Media Specialist II	16.38	
13063	Media Specialist III	18.26	
13071	Photographer I	14.64	***
13072	Photographer II	16.38	
13073	Photographer III	20.29	
13074	Photographer IV	24.81	
13075	Photographer V	30.02	
13090	Technical Order Library Clerk	16.38	
13110	Video Teleconference Technician	14.64	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.09	***
14042	Computer Operator II	18.01	
14043	Computer Operator III	20.08	
14044	Computer Operator IV	22.31	
14045	Computer Operator V	23.31	
14071	Computer Programmer I (see 1)	18.27	
14072	Computer Programmer II (see 1)	22.64	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	16.09	***
14160	Personal Computer Support Technician	21.05	
14170	System Support Specialist	24.70	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.18	
15020	Aircrew Training Devices Instructor (Rated)	36.51	
15030	Air Crew Training Devices Instructor (Pilot)	43.76	
15050	Computer Based Training Specialist / Instructor	29.88	
15060	Educational Technologist	28.93	
15070	Flight Instructor (Pilot)	43.76	
15080	Graphic Artist	21.95	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.76	
15086	Maintenance Test Pilot, Rotary Wing	43.76	
15088	Non-Maintenance Test/Co-Pilot	43.76	
15090	Technical Instructor	23.08	
15095	Technical Instructor/Course Developer	28.76	
15110	Test Proctor	19.38	
15120	Tutor	19.38	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.60	***
16030	Counter Attendant	10.60	***

16040	Dry Cleaner	13.18	***
16070	Finisher, Flatwork, Machine	10.60	***
16090	Presser, Hand	10.60	***
16110	Presser, Machine, Drycleaning	10.60	***
16130	Presser, Machine, Shirts	10.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.60	***
16190	Sewing Machine Operator	14.12	***
16220	Tailor	15.03	***
16250	Washer, Machine	11.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	22.89	
19040	Tool And Die Maker	27.57	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.47	
21030	Material Coordinator	25.94	
21040	Material Expediter	25.94	
21050	Material Handling Laborer	14.10	***
21071	Order Filler	12.39	***
21080	Production Line Worker (Food Processing)	17.47	
21110	Shipping Packer	15.25	***
21130	Shipping/Receiving Clerk	15.25	***
21140	Store Worker I	13.51	***
21150	Stock Clerk	18.17	
21210	Tools And Parts Attendant	17.47	
21410	Warehouse Specialist	17.47	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	25.26	
23019	Aircraft Logs and Records Technician	20.16	
23021	Aircraft Mechanic I	24.01	
23022	Aircraft Mechanic II	25.26	
23023	Aircraft Mechanic III	26.35	
23040	Aircraft Mechanic Helper	17.81	
23050	Aircraft, Painter	22.89	
23060	Aircraft Servicer	20.16	
23070	Aircraft Survival Flight Equipment Technician	22.89	
23080	Aircraft Worker	21.49	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	21.49	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	24.01	
23110	Appliance Mechanic	22.89	
23120	Bicycle Repairer	18.69	
23125	Cable Splicer	24.87	
23130	Carpenter, Maintenance	19.13	
23140	Carpet Layer	21.49	
23160	Electrician, Maintenance	25.00	
23181	Electronics Technician Maintenance I	21.49	
23182	Electronics Technician Maintenance II	22.89	
23183	Electronics Technician Maintenance III	24.01	
23260	Fabric Worker	20.12	
23290	Fire Alarm System Mechanic	24.01	
23310	Fire Extinguisher Repairer	18.69	
23311	Fuel Distribution System Mechanic	24.01	
23312	Fuel Distribution System Operator	18.69	
23370	General Maintenance Worker	17.49	

23380	Ground Support Equipment Mechanic	24.01	
23381	Ground Support Equipment Servicer	20.16	
23382	Ground Support Equipment Worker	21.49	
23391	Gunsmith I	18.69	
23392	Gunsmith II	21.49	
23393	Gunsmith III	24.01	
23410	Heating, Ventilation And Air-Conditioning	18.13	
23411	Heating, Ventilation And Air Contidioning	19.08	
23430	Heavy Equipment Mechanic	22.30	
23440	Heavy Equipment Operator	18.20	
23460	Instrument Mechanic	24.01	
23465	Laboratory/Shelter Mechanic	22.89	
23470	Laborer	14.10	***
23510	Locksmith	22.89	
23530	Machinery Maintenance Mechanic	28.81	
23550	Machinist, Maintenance	25.14	
23580	Maintenance Trades Helper	17.29	
23591	Metrology Technician I	24.01	
23592	Metrology Technician II	25.26	
23593	Metrology Technician III	26.35	
23640	Millwright	24.01	
23710	Office Appliance Repairer	19.02	
23760	Painter, Maintenance	22.79	
23790	Pipefitter, Maintenance	24.31	
23810	Plumber, Maintenance	23.18	
23820	Pneudraulic Systems Mechanic	24.01	
23850	Rigger	24.01	
23870	Scale Mechanic	21.49	
23890	Sheet-Metal Worker, Maintenance	29.67	
23910	Small Engine Mechanic	21.49	
23931	Telecommunications Mechanic I	27.50	
23932	Telecommunications Mechanic II	28.95	
23950	Telephone Lineman	35.40	
23960	Welder, Combination, Maintenance	20.06	
23965	Well Driller	24.01	
23970	Woodcraft Worker	24.01	
23980	Woodworker	18.69	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.64	***
24570	Child Care Attendant	10.50	***
24580	Child Care Center Clerk	13.09	***
24610	Chore Aide	10.32	***
24620	Family Readiness And Support Services	15.64	***
24630	Homemaker	15.64	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.05	
25040	Sewage Plant Operator	22.93	
25070	Stationary Engineer	24.05	
25190	Ventilation Equipment Tender	17.32	
25210	Water Treatment Plant Operator	22.93	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.70	***
27007	Baggage Inspector	12.09	***

27008	Corrections Officer	15.11	***
27010	Court Security Officer	15.70	***
27030	Detection Dog Handler	13.68	***
27040	Detention Officer	15.11	***
27070	Firefighter	16.40	
27101	Guard I	12.09	***
27102	Guard II	13.68	***
27131	Police Officer I	21.70	
27132	Police Officer II	24.12	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	10.09	***
28042	Carnival Equipment Repairer	10.57	***
28043	Carnival Worker	8.26	***
28210	Gate Attendant/Gate Tender	14.35	***
28310	Lifeguard	12.78	***
28350	Park Attendant (Aide)	16.05	***
28510	Recreation Aide/Health Facility Attendant	11.71	***
28515	Recreation Specialist	18.33	
28630	Sports Official	12.78	***
28690	Swimming Pool Operator	19.57	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.49	
29020	Hatch Tender	21.49	
29030	Line Handler	21.49	
29041	Stevedore I	20.12	
29042	Stevedore II	22.89	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.95	
30022	Archeological Technician II	21.20	
30023	Archeological Technician III	26.27	
30030	Cartographic Technician	26.27	
30040	Civil Engineering Technician	22.29	
30051	Cryogenic Technician I	21.59	
30052	Cryogenic Technician II	23.85	
30061	Drafter/CAD Operator I	18.95	
30062	Drafter/CAD Operator II	21.20	
30063	Drafter/CAD Operator III	23.64	
30064	Drafter/CAD Operator IV	27.30	
30081	Engineering Technician I	15.68	***
30082	Engineering Technician II	17.59	
30083	Engineering Technician III	22.90	
30084	Engineering Technician IV	25.79	
30085	Engineering Technician V	31.55	
30086	Engineering Technician VI	38.17	
30090	Environmental Technician	17.30	
30095	Evidence Control Specialist	19.49	
30210	Laboratory Technician	33.92	
30221	Latent Fingerprint Technician I	21.59	
30222	Latent Fingerprint Technician II	23.85	
30240	Mathematical Technician	26.27	

30361	Paralegal/Legal Assistant I	20.27	
30362	Paralegal/Legal Assistant II	25.10	
30363	Paralegal/Legal Assistant III	30.71	
30364	Paralegal/Legal Assistant IV	37.16	
30375	Petroleum Supply Specialist	23.85	
30390	Photo-Optics Technician	26.27	
30395	Radiation Control Technician	23.85	
30461	Technical Writer I	20.51	
30462	Technical Writer II	25.09	
30463	Technical Writer III	30.35	
30491	Unexploded Ordnance (UXO) Technician I	26.22	
30492	Unexploded Ordnance (UXO) Technician II	31.73	
30493	Unexploded Ordnance (UXO) Technician III	38.03	
30494	Unexploded (UXO) Safety Escort	26.22	
30495	Unexploded (UXO) Sweep Personnel	26.22	
30501	Weather Forecaster I	27.30	
30502	Weather Forecaster II	33.21	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.64	
30621	Weather Observer, Senior (see 2)	26.27	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.35	***
31030	Bus Driver	18.68	
31043	Driver Courier	16.05	***
31260	Parking and Lot Attendant	12.10	***
31290	Shuttle Bus Driver	14.99	***
31310	Taxi Driver	12.85	***
31361	Truckdriver, Light	17.35	
31362	Truckdriver, Medium	18.68	
31363	Truckdriver, Heavy	18.56	
31364	Truckdriver, Tractor-Trailer	18.56	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.42	***
99050	Desk Clerk	11.31	***
99095	Embalmer	30.90	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.31	
99252	Laboratory Animal Caretaker II	17.57	
99260	Marketing Analyst	25.79	
99310	Mortician	30.90	
99410	Pest Controller	22.98	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.59	
99711	Recycling Specialist	19.94	
99730	Refuse Collector	15.04	***
99810	Sales Clerk	10.87	***
99820	School Crossing Guard	11.55	***
99830	Survey Party Chief	20.38	
99831	Surveying Aide	12.61	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	16.69	
99841	Vending Machine Repairer	18.78	
99842	Vending Machine Repairer Helper	16.69	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4357

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/12/2023

Source : <https://sam.gov/wage-determination/2015-4357/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Jefferson

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.13	***
01012	Accounting Clerk II	18.22	
01013	Accounting Clerk III	20.38	
01020	Administrative Assistant	26.14	
01035	Court Reporter	19.18	
01041	Customer Service Representative I	14.36	***
01042	Customer Service Representative II	15.67	***
01043	Customer Service Representative III	17.60	
01051	Data Entry Operator I	14.73	***
01052	Data Entry Operator II	16.71	
01060	Dispatcher, Motor Vehicle	19.87	
01070	Document Preparation Clerk	14.92	***
01090	Duplicating Machine Operator	14.92	***
01111	General Clerk I	14.23	***

01112	General Clerk II	15.53	***
01113	General Clerk III	17.44	
01120	Housing Referral Assistant	21.24	
01141	Messenger Courier	12.17	***
01191	Order Clerk I	14.23	***
01192	Order Clerk II	15.74	***
01261	Personnel Assistant (Employment) I	17.15	
01262	Personnel Assistant (Employment) II	19.19	
01263	Personnel Assistant (Employment) III	21.39	
01270	Production Control Clerk	25.66	
01290	Rental Clerk	15.53	***
01300	Scheduler, Maintenance	17.03	
01311	Secretary I	17.03	
01312	Secretary II	19.05	
01313	Secretary III	21.24	
01320	Service Order Dispatcher	18.70	
01410	Supply Technician	26.14	
01420	Survey Worker	16.54	
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	14.20	***
01532	Travel Clerk II	15.10	***
01533	Travel Clerk III	16.33	
01611	Word Processor I	14.92	***
01612	Word Processor II	17.08	
01613	Word Processor III	19.11	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.32	
05010	Automotive Electrician	17.78	
05040	Automotive Glass Installer	17.10	
05070	Automotive Worker	17.10	
05110	Mobile Equipment Servicer	15.85	***
05130	Motor Equipment Metal Mechanic	18.70	
05160	Motor Equipment Metal Worker	17.10	
05190	Motor Vehicle Mechanic	18.70	
05220	Motor Vehicle Mechanic Helper	15.23	***
05250	Motor Vehicle Upholstery Worker	16.47	
05280	Motor Vehicle Wrecker	17.10	
05310	Painter, Automotive	19.03	
05340	Radiator Repair Specialist	17.10	
05370	Tire Repairer	14.10	***
05400	Transmission Repair Specialist	18.70	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.71	***
07041	Cook I	13.59	***
07042	Cook II	15.39	***
07070	Dishwasher	11.26	***
07130	Food Service Worker	12.03	***
07210	Meat Cutter	13.98	***
07260	Waiter/Waitress	11.61	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.01	
09040	Furniture Handler	16.38	
09080	Furniture Refinisher	22.99	

09090	Furniture Refinisher Helper	18.49	
09110	Furniture Repairer, Minor	20.59	
09130	Upholsterer	22.01	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.10	***
11060	Elevator Operator	13.10	***
11090	Gardener	16.52	
11122	Housekeeping Aide	13.73	***
11150	Janitor	13.73	***
11210	Laborer, Grounds Maintenance	13.41	***
11240	Maid or Houseman	11.50	***
11260	Pruner	12.96	***
11270	Tractor Operator	15.43	***
11330	Trail Maintenance Worker	13.41	***
11360	Window Cleaner	14.85	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.81	
12011	Breath Alcohol Technician	20.60	
12012	Certified Occupational Therapist Assistant	25.84	
12015	Certified Physical Therapist Assistant	29.23	
12020	Dental Assistant	17.58	
12025	Dental Hygienist	30.78	
12030	EKG Technician	31.22	
12035	Electroneurodiagnostic Technologist	31.22	
12040	Emergency Medical Technician	16.81	
12071	Licensed Practical Nurse I	18.42	
12072	Licensed Practical Nurse II	20.60	
12073	Licensed Practical Nurse III	22.97	
12100	Medical Assistant	15.96	***
12130	Medical Laboratory Technician	27.39	
12160	Medical Record Clerk	17.19	
12190	Medical Record Technician	19.48	
12195	Medical Transcriptionist	18.42	
12210	Nuclear Medicine Technologist	45.29	
12221	Nursing Assistant I	13.01	***
12222	Nursing Assistant II	14.63	***
12223	Nursing Assistant III	15.96	***
12224	Nursing Assistant IV	17.93	
12235	Optical Dispenser	20.60	
12236	Optical Technician	18.42	
12250	Pharmacy Technician	15.48	***
12280	Phlebotomist	16.84	
12305	Radiologic Technologist	28.33	
12311	Registered Nurse I	25.40	
12312	Registered Nurse II	31.06	
12313	Registered Nurse II, Specialist	31.06	
12314	Registered Nurse III	37.58	
12315	Registered Nurse III, Anesthetist	37.58	
12316	Registered Nurse IV	45.05	
12317	Scheduler (Drug and Alcohol Testing)	25.54	
12320	Substance Abuse Treatment Counselor	22.05	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.25	

13012	Exhibits Specialist II	27.77	
13013	Exhibits Specialist III	29.81	
13041	Illustrator I	19.11	
13042	Illustrator II	24.36	
13043	Illustrator III	26.32	
13047	Librarian	24.59	
13050	Library Aide/Clerk	12.83	***
13054	Library Information Technology Systems	20.53	
13058	Library Technician	16.57	
13061	Media Specialist I	16.02	***
13062	Media Specialist II	17.92	
13063	Media Specialist III	19.99	
13071	Photographer I	15.40	***
13072	Photographer II	18.25	
13073	Photographer III	21.51	
13074	Photographer IV	26.10	
13075	Photographer V	31.58	
13090	Technical Order Library Clerk	17.04	
13110	Video Teleconference Technician	16.58	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.49	
14042	Computer Operator II	19.57	
14043	Computer Operator III	21.82	
14044	Computer Operator IV	24.26	
14045	Computer Operator V	26.85	
14071	Computer Programmer I (see 1)	22.35	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	17.49	
14160	Personal Computer Support Technician	24.26	
14170	System Support Specialist	28.86	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	26.29	
15020	Aircrew Training Devices Instructor (Rated)	31.81	
15030	Air Crew Training Devices Instructor (Pilot)	37.86	
15050	Computer Based Training Specialist / Instructor	27.62	
15060	Educational Technologist	29.84	
15070	Flight Instructor (Pilot)	37.86	
15080	Graphic Artist	33.12	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	37.86	
15086	Maintenance Test Pilot, Rotary Wing	37.86	
15088	Non-Maintenance Test/Co-Pilot	37.86	
15090	Technical Instructor	28.34	
15095	Technical Instructor/Course Developer	34.67	
15110	Test Proctor	22.88	
15120	Tutor	22.88	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.10	***
16030	Counter Attendant	11.10	***

16040	Dry Cleaner	13.86	***
16070	Finisher, Flatwork, Machine	11.10	***
16090	Presser, Hand	11.10	***
16110	Presser, Machine, Drycleaning	11.10	***
16130	Presser, Machine, Shirts	11.10	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.10	***
16190	Sewing Machine Operator	14.75	***
16220	Tailor	15.67	***
16250	Washer, Machine	12.01	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.51	
19040	Tool And Die Maker	30.10	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	25.46	
21030	Material Coordinator	25.66	
21040	Material Expediter	25.66	
21050	Material Handling Laborer	18.10	
21071	Order Filler	19.84	
21080	Production Line Worker (Food Processing)	25.46	
21110	Shipping Packer	17.35	
21130	Shipping/Receiving Clerk	17.35	
21140	Store Worker I	16.77	
21150	Stock Clerk	21.26	
21210	Tools And Parts Attendant	25.46	
21410	Warehouse Specialist	25.46	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.73	
23019	Aircraft Logs and Records Technician	22.77	
23021	Aircraft Mechanic I	26.72	
23022	Aircraft Mechanic II	27.73	
23023	Aircraft Mechanic III	28.94	
23040	Aircraft Mechanic Helper	19.94	
23050	Aircraft, Painter	25.51	
23060	Aircraft Servicer	22.77	
23070	Aircraft Survival Flight Equipment Technician	25.51	
23080	Aircraft Worker	24.17	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	24.17	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	26.72	
23110	Appliance Mechanic	25.51	
23120	Bicycle Repairer	21.34	
23125	Cable Splicer	32.64	
23130	Carpenter, Maintenance	26.08	
23140	Carpet Layer	24.17	
23160	Electrician, Maintenance	28.80	
23181	Electronics Technician Maintenance I	24.17	
23182	Electronics Technician Maintenance II	25.51	
23183	Electronics Technician Maintenance III	26.72	
23260	Fabric Worker	22.77	
23290	Fire Alarm System Mechanic	26.72	
23310	Fire Extinguisher Repairer	21.34	
23311	Fuel Distribution System Mechanic	26.72	
23312	Fuel Distribution System Operator	21.34	
23370	General Maintenance Worker	22.45	

23380	Ground Support Equipment Mechanic	26.72	
23381	Ground Support Equipment Servicer	22.77	
23382	Ground Support Equipment Worker	24.17	
23391	Gunsmith I	21.34	
23392	Gunsmith II	24.17	
23393	Gunsmith III	26.72	
23410	Heating, Ventilation And Air-Conditioning	22.65	
23411	Heating, Ventilation And Air Contidioning	23.46	
23430	Heavy Equipment Mechanic	24.80	
23440	Heavy Equipment Operator	25.94	
23460	Instrument Mechanic	26.72	
23465	Laboratory/Shelter Mechanic	25.51	
23470	Laborer	15.20	***
23510	Locksmith	25.51	
23530	Machinery Maintenance Mechanic	28.83	
23550	Machinist, Maintenance	25.83	
23580	Maintenance Trades Helper	19.94	
23591	Metrology Technician I	26.72	
23592	Metrology Technician II	27.73	
23593	Metrology Technician III	28.94	
23640	Millwright	26.00	
23710	Office Appliance Repairer	25.51	
23760	Painter, Maintenance	22.69	
23790	Pipefitter, Maintenance	34.47	
23810	Plumber, Maintenance	32.93	
23820	Pneudraulic Systems Mechanic	26.72	
23850	Rigger	26.72	
23870	Scale Mechanic	24.17	
23890	Sheet-Metal Worker, Maintenance	26.72	
23910	Small Engine Mechanic	24.17	
23931	Telecommunications Mechanic I	26.72	
23932	Telecommunications Mechanic II	27.73	
23950	Telephone Lineman	26.72	
23960	Welder, Combination, Maintenance	20.74	
23965	Well Driller	26.72	
23970	Woodcraft Worker	26.72	
23980	Woodworker	21.34	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.64	***
24570	Child Care Attendant	11.07	***
24580	Child Care Center Clerk	13.80	***
24610	Chore Aide	11.84	***
24620	Family Readiness And Support Services	15.64	***
24630	Homemaker	15.64	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.55	
25040	Sewage Plant Operator	22.48	
25070	Stationary Engineer	25.55	
25190	Ventilation Equipment Tender	19.07	
25210	Water Treatment Plant Operator	22.48	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	16.32	
27007	Baggage Inspector	13.58	***

27008	Corrections Officer	22.94	
27010	Court Security Officer	22.94	
27030	Detection Dog Handler	15.19	***
27040	Detention Officer	22.94	
27070	Firefighter	22.94	
27101	Guard I	13.58	***
27102	Guard II	15.19	***
27131	Police Officer I	24.82	
27132	Police Officer II	26.93	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.37	***
28042	Carnival Equipment Repairer	16.44	
28043	Carnival Worker	12.50	***
28210	Gate Attendant/Gate Tender	15.47	***
28310	Lifeguard	13.77	***
28350	Park Attendant (Aide)	17.29	
28510	Recreation Aide/Health Facility Attendant	12.62	***
28515	Recreation Specialist	21.43	
28630	Sports Official	13.77	***
28690	Swimming Pool Operator	19.82	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.03	
29020	Hatch Tender	26.03	
29030	Line Handler	26.03	
29041	Stevedore I	24.60	
29042	Stevedore II	27.24	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.49	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.68	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.79	
30021	Archeological Technician I	18.57	
30022	Archeological Technician II	20.78	
30023	Archeological Technician III	25.74	
30030	Cartographic Technician	25.74	
30040	Civil Engineering Technician	25.74	
30051	Cryogenic Technician I	28.50	
30052	Cryogenic Technician II	31.48	
30061	Drafter/CAD Operator I	18.57	
30062	Drafter/CAD Operator II	20.78	
30063	Drafter/CAD Operator III	23.15	
30064	Drafter/CAD Operator IV	28.50	
30081	Engineering Technician I	16.54	
30082	Engineering Technician II	18.57	
30083	Engineering Technician III	20.98	
30084	Engineering Technician IV	25.74	
30085	Engineering Technician V	31.48	
30086	Engineering Technician VI	38.08	
30090	Environmental Technician	25.74	
30095	Evidence Control Specialist	25.74	
30210	Laboratory Technician	29.35	
30221	Latent Fingerprint Technician I	28.50	
30222	Latent Fingerprint Technician II	31.48	
30240	Mathematical Technician	25.74	

30361	Paralegal/Legal Assistant I	20.19	
30362	Paralegal/Legal Assistant II	25.01	
30363	Paralegal/Legal Assistant III	30.59	
30364	Paralegal/Legal Assistant IV	36.92	
30375	Petroleum Supply Specialist	31.48	
30390	Photo-Optics Technician	26.70	
30395	Radiation Control Technician	31.48	
30461	Technical Writer I	25.74	
30462	Technical Writer II	31.09	
30463	Technical Writer III	36.74	
30491	Unexploded Ordnance (UXO) Technician I	28.28	
30492	Unexploded Ordnance (UXO) Technician II	34.21	
30493	Unexploded Ordnance (UXO) Technician III	41.01	
30494	Unexploded (UXO) Safety Escort	28.28	
30495	Unexploded (UXO) Sweep Personnel	28.28	
30501	Weather Forecaster I	28.50	
30502	Weather Forecaster II	34.66	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.15	
30621	Weather Observer, Senior (see 2)	25.74	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.21	
31020	Bus Aide	17.37	
31030	Bus Driver	22.84	
31043	Driver Courier	16.62	
31260	Parking and Lot Attendant	13.96	***
31290	Shuttle Bus Driver	14.65	***
31310	Taxi Driver	12.01	***
31361	Truckdriver, Light	17.73	
31362	Truckdriver, Medium	19.15	
31363	Truckdriver, Heavy	21.90	
31364	Truckdriver, Tractor-Trailer	21.90	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.68	
99030	Cashier	10.89	***
99050	Desk Clerk	11.40	***
99095	Embalmer	28.28	
99130	Flight Follower	28.28	
99251	Laboratory Animal Caretaker I	22.73	
99252	Laboratory Animal Caretaker II	24.32	
99260	Marketing Analyst	24.67	
99310	Mortician	28.28	
99410	Pest Controller	25.95	
99510	Photofinishing Worker	14.86	***
99710	Recycling Laborer	20.18	
99711	Recycling Specialist	23.22	
99730	Refuse Collector	18.65	
99810	Sales Clerk	12.99	***
99820	School Crossing Guard	18.25	
99830	Survey Party Chief	22.32	
99831	Surveying Aide	12.23	***
99832	Surveying Technician	18.66	
99840	Vending Machine Attendant	22.73	
99841	Vending Machine Repairer	27.55	
99842	Vending Machine Repairer Helper	22.73	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4359

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/12/2023

Source : <https://sam.gov/wage-determination/2015-4359/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Brooke, Hancock

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.66	***
01012	Accounting Clerk II	18.22	
01013	Accounting Clerk III	20.38	
01020	Administrative Assistant	26.14	
01035	Court Reporter	21.39	
01041	Customer Service Representative I	14.36	***
01042	Customer Service Representative II	15.67	***
01043	Customer Service Representative III	17.60	
01051	Data Entry Operator I	14.36	***
01052	Data Entry Operator II	15.65	***
01060	Dispatcher, Motor Vehicle	19.11	
01070	Document Preparation Clerk	14.71	***
01090	Duplicating Machine Operator	14.71	***
01111	General Clerk I	14.23	***

01112	General Clerk II	15.53	***
01113	General Clerk III	17.44	
01120	Housing Referral Assistant	20.58	
01141	Messenger Courier	12.12	***
01191	Order Clerk I	13.67	***
01192	Order Clerk II	15.27	***
01261	Personnel Assistant (Employment) I	17.15	
01262	Personnel Assistant (Employment) II	19.19	
01263	Personnel Assistant (Employment) III	21.39	
01270	Production Control Clerk	25.66	
01290	Rental Clerk	14.38	***
01300	Scheduler, Maintenance	16.50	
01311	Secretary I	16.50	
01312	Secretary II	18.48	
01313	Secretary III	20.58	
01320	Service Order Dispatcher	17.56	
01410	Supply Technician	26.14	
01420	Survey Worker	15.22	***
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	14.20	***
01532	Travel Clerk II	15.10	***
01533	Travel Clerk III	16.33	
01611	Word Processor I	15.00	***
01612	Word Processor II	16.84	
01613	Word Processor III	18.73	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	18.44	
05010	Automotive Electrician	16.85	
05040	Automotive Glass Installer	15.97	***
05070	Automotive Worker	15.97	***
05110	Mobile Equipment Servicer	14.10	***
05130	Motor Equipment Metal Mechanic	17.64	
05160	Motor Equipment Metal Worker	15.97	***
05190	Motor Vehicle Mechanic	17.64	
05220	Motor Vehicle Mechanic Helper	13.17	***
05250	Motor Vehicle Upholstery Worker	15.04	***
05280	Motor Vehicle Wrecker	15.97	***
05310	Painter, Automotive	16.85	
05340	Radiator Repair Specialist	15.97	***
05370	Tire Repairer	14.10	***
05400	Transmission Repair Specialist	17.64	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.71	***
07041	Cook I	13.59	***
07042	Cook II	15.39	***
07070	Dishwasher	11.26	***
07130	Food Service Worker	12.03	***
07210	Meat Cutter	13.98	***
07260	Waiter/Waitress	11.61	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.86	
09040	Furniture Handler	15.41	***
09080	Furniture Refinisher	21.55	

09090	Furniture Refinisher Helper	17.42	
09110	Furniture Repairer, Minor	19.73	
09130	Upholsterer	21.55	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.10	***
11060	Elevator Operator	13.10	***
11090	Gardener	16.52	
11122	Housekeeping Aide	13.72	***
11150	Janitor	13.72	***
11210	Laborer, Grounds Maintenance	13.41	***
11240	Maid or Houseman	11.43	***
11260	Pruner	12.39	***
11270	Tractor Operator	15.43	***
11330	Trail Maintenance Worker	13.41	***
11360	Window Cleaner	14.84	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.71	***
12011	Breath Alcohol Technician	20.60	
12012	Certified Occupational Therapist Assistant	25.84	
12015	Certified Physical Therapist Assistant	29.23	
12020	Dental Assistant	17.58	
12025	Dental Hygienist	30.78	
12030	EKG Technician	28.22	
12035	Electroneurodiagnostic Technologist	28.22	
12040	Emergency Medical Technician	15.71	***
12071	Licensed Practical Nurse I	18.42	
12072	Licensed Practical Nurse II	20.60	
12073	Licensed Practical Nurse III	22.97	
12100	Medical Assistant	15.96	***
12130	Medical Laboratory Technician	27.39	
12160	Medical Record Clerk	17.19	
12190	Medical Record Technician	19.22	
12195	Medical Transcriptionist	18.42	
12210	Nuclear Medicine Technologist	45.29	
12221	Nursing Assistant I	13.01	***
12222	Nursing Assistant II	14.63	***
12223	Nursing Assistant III	15.96	***
12224	Nursing Assistant IV	17.93	
12235	Optical Dispenser	20.60	
12236	Optical Technician	18.42	
12250	Pharmacy Technician	15.48	***
12280	Phlebotomist	15.81	***
12305	Radiologic Technologist	28.33	
12311	Registered Nurse I	25.40	
12312	Registered Nurse II	31.06	
12313	Registered Nurse II, Specialist	31.06	
12314	Registered Nurse III	37.58	
12315	Registered Nurse III, Anesthetist	37.58	
12316	Registered Nurse IV	45.05	
12317	Scheduler (Drug and Alcohol Testing)	25.54	
12320	Substance Abuse Treatment Counselor	22.05	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.40	

13012	Exhibits Specialist II	20.32	
13013	Exhibits Specialist III	24.86	
13041	Illustrator I	16.40	
13042	Illustrator II	20.32	
13043	Illustrator III	24.86	
13047	Librarian	22.51	
13050	Library Aide/Clerk	12.45	***
13054	Library Information Technology Systems	20.32	
13058	Library Technician	16.40	
13061	Media Specialist I	14.67	***
13062	Media Specialist II	16.40	
13063	Media Specialist III	18.28	
13071	Photographer I	15.40	***
13072	Photographer II	17.23	
13073	Photographer III	21.34	
13074	Photographer IV	26.10	
13075	Photographer V	31.58	
13090	Technical Order Library Clerk	17.04	
13110	Video Teleconference Technician	14.81	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.09	***
14042	Computer Operator II	18.01	
14043	Computer Operator III	20.08	
14044	Computer Operator IV	22.31	
14045	Computer Operator V	24.70	
14071	Computer Programmer I (see 1)	18.27	
14072	Computer Programmer II (see 1)	22.64	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	16.09	***
14160	Personal Computer Support Technician	22.67	
14170	System Support Specialist	27.17	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	28.32	
15020	Aircrew Training Devices Instructor (Rated)	34.26	
15030	Air Crew Training Devices Instructor (Pilot)	41.00	
15050	Computer Based Training Specialist / Instructor	28.32	
15060	Educational Technologist	28.33	
15070	Flight Instructor (Pilot)	41.00	
15080	Graphic Artist	29.16	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	38.28	
15086	Maintenance Test Pilot, Rotary Wing	38.28	
15088	Non-Maintenance Test/Co-Pilot	38.28	
15090	Technical Instructor	28.34	
15095	Technical Instructor/Course Developer	34.67	
15110	Test Proctor	22.88	
15120	Tutor	22.88	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.10	***
16030	Counter Attendant	11.10	***

16040	Dry Cleaner	13.86	***
16070	Finisher, Flatwork, Machine	11.10	***
16090	Presser, Hand	11.10	***
16110	Presser, Machine, Drycleaning	11.10	***
16130	Presser, Machine, Shirts	11.10	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.10	***
16190	Sewing Machine Operator	14.75	***
16220	Tailor	15.67	***
16250	Washer, Machine	12.01	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.51	
19040	Tool And Die Maker	30.10	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	25.39	
21030	Material Coordinator	25.66	
21040	Material Expediter	25.66	
21050	Material Handling Laborer	15.20	***
21071	Order Filler	17.59	
21080	Production Line Worker (Food Processing)	25.39	
21110	Shipping Packer	17.35	
21130	Shipping/Receiving Clerk	17.35	
21140	Store Worker I	16.77	
21150	Stock Clerk	21.26	
21210	Tools And Parts Attendant	25.39	
21410	Warehouse Specialist	25.39	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.73	
23019	Aircraft Logs and Records Technician	22.77	
23021	Aircraft Mechanic I	26.72	
23022	Aircraft Mechanic II	27.73	
23023	Aircraft Mechanic III	28.94	
23040	Aircraft Mechanic Helper	19.94	
23050	Aircraft, Painter	25.51	
23060	Aircraft Servicer	22.77	
23070	Aircraft Survival Flight Equipment Technician	25.51	
23080	Aircraft Worker	24.17	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	24.17	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	26.72	
23110	Appliance Mechanic	25.51	
23120	Bicycle Repairer	21.34	
23125	Cable Splicer	30.10	
23130	Carpenter, Maintenance	25.51	
23140	Carpet Layer	24.17	
23160	Electrician, Maintenance	28.80	
23181	Electronics Technician Maintenance I	24.17	
23182	Electronics Technician Maintenance II	25.51	
23183	Electronics Technician Maintenance III	26.72	
23260	Fabric Worker	22.77	
23290	Fire Alarm System Mechanic	26.72	
23310	Fire Extinguisher Repairer	21.34	
23311	Fuel Distribution System Mechanic	26.72	
23312	Fuel Distribution System Operator	21.34	
23370	General Maintenance Worker	21.60	

23380	Ground Support Equipment Mechanic	26.72	
23381	Ground Support Equipment Servicer	22.77	
23382	Ground Support Equipment Worker	24.17	
23391	Gunsmith I	21.34	
23392	Gunsmith II	24.17	
23393	Gunsmith III	26.72	
23410	Heating, Ventilation And Air-Conditioning	22.65	
23411	Heating, Ventilation And Air Contidioning	23.46	
23430	Heavy Equipment Mechanic	24.80	
23440	Heavy Equipment Operator	25.94	
23460	Instrument Mechanic	26.72	
23465	Laboratory/Shelter Mechanic	25.51	
23470	Laborer	15.20	***
23510	Locksmith	25.51	
23530	Machinery Maintenance Mechanic	28.83	
23550	Machinist, Maintenance	25.39	
23580	Maintenance Trades Helper	19.26	
23591	Metrology Technician I	26.72	
23592	Metrology Technician II	27.73	
23593	Metrology Technician III	28.94	
23640	Millwright	25.55	
23710	Office Appliance Repairer	25.51	
23760	Painter, Maintenance	22.69	
23790	Pipefitter, Maintenance	33.39	
23810	Plumber, Maintenance	32.93	
23820	Pneudraulic Systems Mechanic	26.72	
23850	Rigger	26.72	
23870	Scale Mechanic	24.17	
23890	Sheet-Metal Worker, Maintenance	26.72	
23910	Small Engine Mechanic	24.17	
23931	Telecommunications Mechanic I	26.72	
23932	Telecommunications Mechanic II	27.73	
23950	Telephone Lineman	26.72	
23960	Welder, Combination, Maintenance	20.74	
23965	Well Driller	26.72	
23970	Woodcraft Worker	26.72	
23980	Woodworker	21.34	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.64	***
24570	Child Care Attendant	11.07	***
24580	Child Care Center Clerk	13.80	***
24610	Chore Aide	11.84	***
24620	Family Readiness And Support Services	15.64	***
24630	Homemaker	15.64	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.55	
25040	Sewage Plant Operator	20.93	
25070	Stationary Engineer	25.55	
25190	Ventilation Equipment Tender	19.07	
25210	Water Treatment Plant Operator	20.93	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.05	***
27007	Baggage Inspector	13.58	***

27008	Corrections Officer	21.35	
27010	Court Security Officer	21.35	
27030	Detection Dog Handler	15.19	***
27040	Detention Officer	21.35	
27070	Firefighter	21.35	
27101	Guard I	13.58	***
27102	Guard II	15.19	***
27131	Police Officer I	22.77	
27132	Police Officer II	25.31	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.37	***
28042	Carnival Equipment Repairer	16.44	
28043	Carnival Worker	12.34	***
28210	Gate Attendant/Gate Tender	15.47	***
28310	Lifeguard	13.77	***
28350	Park Attendant (Aide)	17.29	
28510	Recreation Aide/Health Facility Attendant	12.62	***
28515	Recreation Specialist	21.43	
28630	Sports Official	13.77	***
28690	Swimming Pool Operator	18.77	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.17	
29020	Hatch Tender	24.17	
29030	Line Handler	24.17	
29041	Stevedore I	22.77	
29042	Stevedore II	25.51	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.49	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.68	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.79	
30021	Archeological Technician I	18.95	
30022	Archeological Technician II	21.20	
30023	Archeological Technician III	26.27	
30030	Cartographic Technician	26.27	
30040	Civil Engineering Technician	24.52	
30051	Cryogenic Technician I	28.50	
30052	Cryogenic Technician II	31.48	
30061	Drafter/CAD Operator I	18.95	
30062	Drafter/CAD Operator II	21.20	
30063	Drafter/CAD Operator III	23.64	
30064	Drafter/CAD Operator IV	28.50	
30081	Engineering Technician I	16.54	
30082	Engineering Technician II	17.59	
30083	Engineering Technician III	22.90	
30084	Engineering Technician IV	25.79	
30085	Engineering Technician V	31.55	
30086	Engineering Technician VI	38.17	
30090	Environmental Technician	23.02	
30095	Evidence Control Specialist	25.79	
30210	Laboratory Technician	30.03	
30221	Latent Fingerprint Technician I	28.50	
30222	Latent Fingerprint Technician II	31.48	
30240	Mathematical Technician	26.27	

30361	Paralegal/Legal Assistant I	19.37	
30362	Paralegal/Legal Assistant II	23.71	
30363	Paralegal/Legal Assistant III	28.99	
30364	Paralegal/Legal Assistant IV	35.08	
30375	Petroleum Supply Specialist	31.55	
30390	Photo-Optics Technician	26.27	
30395	Radiation Control Technician	31.55	
30461	Technical Writer I	24.83	
30462	Technical Writer II	30.36	
30463	Technical Writer III	36.74	
30491	Unexploded Ordnance (UXO) Technician I	28.28	
30492	Unexploded Ordnance (UXO) Technician II	34.21	
30493	Unexploded Ordnance (UXO) Technician III	41.01	
30494	Unexploded (UXO) Safety Escort	28.28	
30495	Unexploded (UXO) Sweep Personnel	28.28	
30501	Weather Forecaster I	28.50	
30502	Weather Forecaster II	34.66	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.64	
30621	Weather Observer, Senior (see 2)	26.27	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.21	
31020	Bus Aide	16.47	
31030	Bus Driver	21.66	
31043	Driver Courier	15.39	***
31260	Parking and Lot Attendant	13.47	***
31290	Shuttle Bus Driver	13.70	***
31310	Taxi Driver	11.58	***
31361	Truckdriver, Light	16.58	
31362	Truckdriver, Medium	17.64	
31363	Truckdriver, Heavy	21.90	
31364	Truckdriver, Tractor-Trailer	21.90	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.68	
99030	Cashier	10.89	***
99050	Desk Clerk	11.40	***
99095	Embalmer	30.90	
99130	Flight Follower	28.28	
99251	Laboratory Animal Caretaker I	19.73	
99252	Laboratory Animal Caretaker II	21.26	
99260	Marketing Analyst	24.67	
99310	Mortician	30.90	
99410	Pest Controller	25.95	
99510	Photofinishing Worker	14.86	***
99710	Recycling Laborer	20.02	
99711	Recycling Specialist	23.22	
99730	Refuse Collector	18.65	
99810	Sales Clerk	12.99	***
99820	School Crossing Guard	18.25	
99830	Survey Party Chief	21.96	
99831	Surveying Aide	13.58	***
99832	Surveying Technician	18.66	
99840	Vending Machine Attendant	22.73	
99841	Vending Machine Repairer	27.50	
99842	Vending Machine Repairer Helper	22.73	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4361

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/12/2023

Source : <https://sam.gov/wage-determination/2015-4361/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Belmont

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.66	***
01012	Accounting Clerk II	16.92	
01013	Accounting Clerk III	20.33	
01020	Administrative Assistant	26.69	
01035	Court Reporter	19.34	
01041	Customer Service Representative I	13.45	***
01042	Customer Service Representative II	14.68	***
01043	Customer Service Representative III	16.47	
01051	Data Entry Operator I	15.17	***
01052	Data Entry Operator II	16.55	
01060	Dispatcher, Motor Vehicle	25.53	
01070	Document Preparation Clerk	15.39	***
01090	Duplicating Machine Operator	15.39	***
01111	General Clerk I	14.05	***

01112	General Clerk II	15.33	***
01113	General Clerk III	17.21	
01120	Housing Referral Assistant	21.56	
01141	Messenger Courier	12.61	***
01191	Order Clerk I	14.11	***
01192	Order Clerk II	15.74	***
01261	Personnel Assistant (Employment) I	16.83	
01262	Personnel Assistant (Employment) II	18.83	
01263	Personnel Assistant (Employment) III	20.99	
01270	Production Control Clerk	24.51	
01290	Rental Clerk	15.81	***
01300	Scheduler, Maintenance	17.29	
01311	Secretary I	17.29	
01312	Secretary II	19.34	
01313	Secretary III	21.56	
01320	Service Order Dispatcher	23.44	
01410	Supply Technician	26.69	
01420	Survey Worker	16.54	
01460	Switchboard Operator/Receptionist	14.38	***
01531	Travel Clerk I	14.40	***
01532	Travel Clerk II	15.35	***
01533	Travel Clerk III	16.38	
01611	Word Processor I	15.39	***
01612	Word Processor II	17.29	
01613	Word Processor III	19.34	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.11	
05010	Automotive Electrician	17.78	
05040	Automotive Glass Installer	17.10	
05070	Automotive Worker	17.10	
05110	Mobile Equipment Servicer	15.85	***
05130	Motor Equipment Metal Mechanic	18.53	
05160	Motor Equipment Metal Worker	17.10	
05190	Motor Vehicle Mechanic	18.70	
05220	Motor Vehicle Mechanic Helper	15.23	***
05250	Motor Vehicle Upholstery Worker	16.47	
05280	Motor Vehicle Wrecker	17.10	
05310	Painter, Automotive	19.03	
05340	Radiator Repair Specialist	17.10	
05370	Tire Repairer	15.47	***
05400	Transmission Repair Specialist	18.53	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.63	***
07041	Cook I	13.81	***
07042	Cook II	15.71	***
07070	Dishwasher	11.19	***
07130	Food Service Worker	12.15	***
07210	Meat Cutter	15.95	***
07260	Waiter/Waitress	11.22	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	26.67	
09040	Furniture Handler	19.50	
09080	Furniture Refinisher	26.93	

09090	Furniture Refinisher Helper	22.37	
09110	Furniture Repairer, Minor	24.92	
09130	Upholsterer	26.67	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.62	***
11060	Elevator Operator	12.62	***
11090	Gardener	17.46	
11122	Housekeeping Aide	14.33	***
11150	Janitor	14.33	***
11210	Laborer, Grounds Maintenance	14.04	***
11240	Maid or Houseman	12.25	***
11260	Pruner	12.97	***
11270	Tractor Operator	16.20	
11330	Trail Maintenance Worker	14.04	***
11360	Window Cleaner	15.17	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.89	
12011	Breath Alcohol Technician	20.17	
12012	Certified Occupational Therapist Assistant	27.43	
12015	Certified Physical Therapist Assistant	28.50	
12020	Dental Assistant	17.43	
12025	Dental Hygienist	30.10	
12030	EKG Technician	30.57	
12035	Electroneurodiagnostic Technologist	30.57	
12040	Emergency Medical Technician	16.89	
12071	Licensed Practical Nurse I	18.04	
12072	Licensed Practical Nurse II	20.17	
12073	Licensed Practical Nurse III	22.49	
12100	Medical Assistant	14.88	***
12130	Medical Laboratory Technician	28.54	
12160	Medical Record Clerk	15.57	***
12190	Medical Record Technician	18.42	
12195	Medical Transcriptionist	18.04	
12210	Nuclear Medicine Technologist	44.34	
12221	Nursing Assistant I	12.05	***
12222	Nursing Assistant II	13.55	***
12223	Nursing Assistant III	14.78	***
12224	Nursing Assistant IV	16.60	
12235	Optical Dispenser	20.17	
12236	Optical Technician	18.04	
12250	Pharmacy Technician	15.98	***
12280	Phlebotomist	16.10	***
12305	Radiologic Technologist	28.27	
12311	Registered Nurse I	24.96	
12312	Registered Nurse II	30.52	
12313	Registered Nurse II, Specialist	30.52	
12314	Registered Nurse III	36.93	
12315	Registered Nurse III, Anesthetist	36.93	
12316	Registered Nurse IV	44.27	
12317	Scheduler (Drug and Alcohol Testing)	25.00	
12320	Substance Abuse Treatment Counselor	17.71	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.25	

13012	Exhibits Specialist II	27.77	
13013	Exhibits Specialist III	29.81	
13041	Illustrator I	19.11	
13042	Illustrator II	24.36	
13043	Illustrator III	27.97	
13047	Librarian	25.32	
13050	Library Aide/Clerk	11.77	***
13054	Library Information Technology Systems	22.37	
13058	Library Technician	17.67	
13061	Media Specialist I	16.50	
13062	Media Specialist II	18.46	
13063	Media Specialist III	20.57	
13071	Photographer I	15.99	***
13072	Photographer II	18.46	
13073	Photographer III	22.86	
13074	Photographer IV	27.64	
13075	Photographer V	33.42	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	16.58	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.29	
14042	Computer Operator II	18.22	
14043	Computer Operator III	20.31	
14044	Computer Operator IV	22.58	
14045	Computer Operator V	25.00	
14071	Computer Programmer I (see 1)	22.35	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	16.29	
14160	Personal Computer Support Technician	22.58	
14170	System Support Specialist	25.00	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	29.00	
15020	Aircrew Training Devices Instructor (Rated)	35.08	
15030	Air Crew Training Devices Instructor (Pilot)	42.04	
15050	Computer Based Training Specialist / Instructor	29.00	
15060	Educational Technologist	36.10	
15070	Flight Instructor (Pilot)	42.04	
15080	Graphic Artist	20.56	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	37.64	
15086	Maintenance Test Pilot, Rotary Wing	37.64	
15088	Non-Maintenance Test/Co-Pilot	37.64	
15090	Technical Instructor	21.95	
15095	Technical Instructor/Course Developer	26.85	
15110	Test Proctor	17.72	
15120	Tutor	17.72	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.05	***
16030	Counter Attendant	11.05	***

16040	Dry Cleaner	13.56	***
16070	Finisher, Flatwork, Machine	11.05	***
16090	Presser, Hand	11.05	***
16110	Presser, Machine, Drycleaning	11.05	***
16130	Presser, Machine, Shirts	11.05	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.05	***
16190	Sewing Machine Operator	14.52	***
16220	Tailor	15.46	***
16250	Washer, Machine	11.64	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.47	
19040	Tool And Die Maker	34.08	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.89	
21030	Material Coordinator	24.51	
21040	Material Expediter	24.51	
21050	Material Handling Laborer	18.10	
21071	Order Filler	15.28	***
21080	Production Line Worker (Food Processing)	20.89	
21110	Shipping Packer	17.48	
21130	Shipping/Receiving Clerk	17.48	
21140	Store Worker I	16.37	
21150	Stock Clerk	20.73	
21210	Tools And Parts Attendant	20.89	
21410	Warehouse Specialist	20.89	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	31.55	
23019	Aircraft Logs and Records Technician	25.94	
23021	Aircraft Mechanic I	30.32	
23022	Aircraft Mechanic II	31.55	
23023	Aircraft Mechanic III	33.06	
23040	Aircraft Mechanic Helper	22.58	
23050	Aircraft, Painter	28.96	
23060	Aircraft Servicer	25.94	
23070	Aircraft Survival Flight Equipment Technician	28.96	
23080	Aircraft Worker	27.46	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	27.46	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	30.32	
23110	Appliance Mechanic	26.93	
23120	Bicycle Repairer	22.50	
23125	Cable Splicer	36.97	
23130	Carpenter, Maintenance	23.00	
23140	Carpet Layer	27.15	
23160	Electrician, Maintenance	30.05	
23181	Electronics Technician Maintenance I	29.16	
23182	Electronics Technician Maintenance II	30.77	
23183	Electronics Technician Maintenance III	32.21	
23260	Fabric Worker	25.94	
23290	Fire Alarm System Mechanic	30.32	
23310	Fire Extinguisher Repairer	24.24	
23311	Fuel Distribution System Mechanic	30.32	
23312	Fuel Distribution System Operator	24.24	
23370	General Maintenance Worker	19.67	

23380	Ground Support Equipment Mechanic	30.32	
23381	Ground Support Equipment Servicer	25.94	
23382	Ground Support Equipment Worker	27.46	
23391	Gunsmith I	24.24	
23392	Gunsmith II	27.46	
23393	Gunsmith III	30.32	
23410	Heating, Ventilation And Air-Conditioning	23.68	
23411	Heating, Ventilation And Air Contidioning	24.64	
23430	Heavy Equipment Mechanic	29.14	
23440	Heavy Equipment Operator	29.53	
23460	Instrument Mechanic	30.32	
23465	Laboratory/Shelter Mechanic	28.96	
23470	Laborer	15.16	***
23510	Locksmith	28.66	
23530	Machinery Maintenance Mechanic	29.92	
23550	Machinist, Maintenance	24.51	
23580	Maintenance Trades Helper	19.44	
23591	Metrology Technician I	30.32	
23592	Metrology Technician II	31.55	
23593	Metrology Technician III	33.06	
23640	Millwright	30.32	
23710	Office Appliance Repairer	21.68	
23760	Painter, Maintenance	22.30	
23790	Pipefitter, Maintenance	30.97	
23810	Plumber, Maintenance	29.49	
23820	Pneudraulic Systems Mechanic	30.32	
23850	Rigger	30.32	
23870	Scale Mechanic	27.46	
23890	Sheet-Metal Worker, Maintenance	33.67	
23910	Small Engine Mechanic	27.15	
23931	Telecommunications Mechanic I	28.60	
23932	Telecommunications Mechanic II	29.77	
23950	Telephone Lineman	30.32	
23960	Welder, Combination, Maintenance	28.78	
23965	Well Driller	29.99	
23970	Woodcraft Worker	30.32	
23980	Woodworker	24.17	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.42	
24570	Child Care Attendant	10.98	***
24580	Child Care Center Clerk	13.69	***
24610	Chore Aide	11.95	***
24620	Family Readiness And Support Services	16.42	
24630	Homemaker	16.42	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.32	
25040	Sewage Plant Operator	22.15	
25070	Stationary Engineer	30.32	
25190	Ventilation Equipment Tender	22.58	
25210	Water Treatment Plant Operator	22.15	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.28	
27007	Baggage Inspector	12.43	***

27008	Corrections Officer	24.48	
27010	Court Security Officer	22.91	
27030	Detection Dog Handler	14.84	***
27040	Detention Officer	24.48	
27070	Firefighter	22.94	
27101	Guard I	12.43	***
27102	Guard II	14.84	***
27131	Police Officer I	24.82	
27132	Police Officer II	26.93	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.61	***
28042	Carnival Equipment Repairer	13.59	***
28043	Carnival Worker	10.10	***
28210	Gate Attendant/Gate Tender	16.04	***
28310	Lifeguard	14.28	***
28350	Park Attendant (Aide)	17.94	
28510	Recreation Aide/Health Facility Attendant	13.09	***
28515	Recreation Specialist	22.23	
28630	Sports Official	14.28	***
28690	Swimming Pool Operator	20.10	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	30.03	
29020	Hatch Tender	30.03	
29030	Line Handler	30.03	
29041	Stevedore I	28.27	
29042	Stevedore II	31.68	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	18.38	
30022	Archeological Technician II	20.56	
30023	Archeological Technician III	25.47	
30030	Cartographic Technician	25.47	
30040	Civil Engineering Technician	25.48	
30051	Cryogenic Technician I	27.07	
30052	Cryogenic Technician II	29.89	
30061	Drafter/CAD Operator I	18.38	
30062	Drafter/CAD Operator II	20.56	
30063	Drafter/CAD Operator III	22.92	
30064	Drafter/CAD Operator IV	28.21	
30081	Engineering Technician I	16.38	
30082	Engineering Technician II	18.38	
30083	Engineering Technician III	20.98	
30084	Engineering Technician IV	25.47	
30085	Engineering Technician V	31.16	
30086	Engineering Technician VI	37.69	
30090	Environmental Technician	23.19	
30095	Evidence Control Specialist	24.44	
30210	Laboratory Technician	24.52	
30221	Latent Fingerprint Technician I	27.07	
30222	Latent Fingerprint Technician II	29.89	
30240	Mathematical Technician	25.47	

30361	Paralegal/Legal Assistant I	21.18	
30362	Paralegal/Legal Assistant II	26.24	
30363	Paralegal/Legal Assistant III	32.10	
30364	Paralegal/Legal Assistant IV	38.83	
30375	Petroleum Supply Specialist	29.89	
30390	Photo-Optics Technician	26.70	
30395	Radiation Control Technician	29.89	
30461	Technical Writer I	24.64	
30462	Technical Writer II	30.15	
30463	Technical Writer III	36.17	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	28.21	
30502	Weather Forecaster II	34.31	
30620	Weather Observer, Combined Upper Air Or (see 2)	22.92	
30621	Weather Observer, Senior (see 2)	25.47	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	15.94	***
31030	Bus Driver	20.24	
31043	Driver Courier	16.09	***
31260	Parking and Lot Attendant	12.36	***
31290	Shuttle Bus Driver	14.88	***
31310	Taxi Driver	13.21	***
31361	Truckdriver, Light	17.33	
31362	Truckdriver, Medium	18.56	
31363	Truckdriver, Heavy	22.97	
31364	Truckdriver, Tractor-Trailer	22.97	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	10.72	***
99050	Desk Clerk	11.64	***
99095	Embalmer	28.60	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	20.78	
99252	Laboratory Animal Caretaker II	22.33	
99260	Marketing Analyst	22.82	
99310	Mortician	28.60	
99410	Pest Controller	25.65	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	18.73	
99711	Recycling Specialist	21.61	
99730	Refuse Collector	17.31	
99810	Sales Clerk	12.88	***
99820	School Crossing Guard	17.05	
99830	Survey Party Chief	25.09	
99831	Surveying Aide	14.95	***
99832	Surveying Technician	22.79	
99840	Vending Machine Attendant	22.23	
99841	Vending Machine Repairer	27.25	
99842	Vending Machine Repairer Helper	22.23	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4363

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/12/2023

Source : <https://sam.gov/wage-determination/2015-4363/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Marshall, Ohio

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.65	***
01012	Accounting Clerk II	18.04	
01013	Accounting Clerk III	20.19	
01020	Administrative Assistant	26.60	
01035	Court Reporter	21.39	
01041	Customer Service Representative I	13.45	***
01042	Customer Service Representative II	14.68	***
01043	Customer Service Representative III	16.47	
01051	Data Entry Operator I	15.17	***
01052	Data Entry Operator II	16.55	
01060	Dispatcher, Motor Vehicle	24.84	
01070	Document Preparation Clerk	15.39	***
01090	Duplicating Machine Operator	15.39	***
01111	General Clerk I	14.05	***

01112	General Clerk II	15.33	***
01113	General Clerk III	17.21	
01120	Housing Referral Assistant	21.56	
01141	Messenger Courier	12.55	***
01191	Order Clerk I	14.11	***
01192	Order Clerk II	15.39	***
01261	Personnel Assistant (Employment) I	16.83	
01262	Personnel Assistant (Employment) II	18.83	
01263	Personnel Assistant (Employment) III	20.99	
01270	Production Control Clerk	24.51	
01290	Rental Clerk	14.93	***
01300	Scheduler, Maintenance	17.29	
01311	Secretary I	17.29	
01312	Secretary II	19.34	
01313	Secretary III	21.56	
01320	Service Order Dispatcher	22.58	
01410	Supply Technician	26.60	
01420	Survey Worker	16.52	
01460	Switchboard Operator/Receptionist	14.38	***
01531	Travel Clerk I	14.40	***
01532	Travel Clerk II	15.35	***
01533	Travel Clerk III	16.38	
01611	Word Processor I	15.39	***
01612	Word Processor II	17.29	
01613	Word Processor III	19.34	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.11	
05010	Automotive Electrician	17.65	
05040	Automotive Glass Installer	16.73	
05070	Automotive Worker	16.73	
05110	Mobile Equipment Servicer	14.70	***
05130	Motor Equipment Metal Mechanic	18.53	
05160	Motor Equipment Metal Worker	16.73	
05190	Motor Vehicle Mechanic	18.53	
05220	Motor Vehicle Mechanic Helper	13.65	***
05250	Motor Vehicle Upholstery Worker	15.75	***
05280	Motor Vehicle Wrecker	16.73	
05310	Painter, Automotive	17.65	
05340	Radiator Repair Specialist	16.73	
05370	Tire Repairer	15.47	***
05400	Transmission Repair Specialist	18.53	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.63	***
07041	Cook I	13.81	***
07042	Cook II	15.71	***
07070	Dishwasher	11.19	***
07130	Food Service Worker	12.15	***
07210	Meat Cutter	15.95	***
07260	Waiter/Waitress	11.22	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	26.67	
09040	Furniture Handler	18.65	
09080	Furniture Refinisher	26.67	

09090	Furniture Refinisher Helper	20.91	
09110	Furniture Repairer, Minor	24.03	
09130	Upholsterer	26.67	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.62	***
11060	Elevator Operator	12.62	***
11090	Gardener	17.46	
11122	Housekeeping Aide	13.56	***
11150	Janitor	13.56	***
11210	Laborer, Grounds Maintenance	14.04	***
11240	Maid or Houseman	12.25	***
11260	Pruner	12.97	***
11270	Tractor Operator	16.20	
11330	Trail Maintenance Worker	14.04	***
11360	Window Cleaner	14.67	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.07	***
12011	Breath Alcohol Technician	20.17	
12012	Certified Occupational Therapist Assistant	27.43	
12015	Certified Physical Therapist Assistant	28.50	
12020	Dental Assistant	17.43	
12025	Dental Hygienist	30.10	
12030	EKG Technician	30.57	
12035	Electroneurodiagnostic Technologist	30.57	
12040	Emergency Medical Technician	16.07	***
12071	Licensed Practical Nurse I	18.04	
12072	Licensed Practical Nurse II	20.17	
12073	Licensed Practical Nurse III	22.49	
12100	Medical Assistant	14.88	***
12130	Medical Laboratory Technician	28.54	
12160	Medical Record Clerk	15.57	***
12190	Medical Record Technician	18.42	
12195	Medical Transcriptionist	18.04	
12210	Nuclear Medicine Technologist	44.34	
12221	Nursing Assistant I	12.05	***
12222	Nursing Assistant II	13.55	***
12223	Nursing Assistant III	14.78	***
12224	Nursing Assistant IV	16.60	
12235	Optical Dispenser	20.17	
12236	Optical Technician	18.04	
12250	Pharmacy Technician	15.98	***
12280	Phlebotomist	16.10	***
12305	Radiologic Technologist	28.27	
12311	Registered Nurse I	24.96	
12312	Registered Nurse II	30.52	
12313	Registered Nurse II, Specialist	30.52	
12314	Registered Nurse III	36.93	
12315	Registered Nurse III, Anesthetist	36.93	
12316	Registered Nurse IV	44.27	
12317	Scheduler (Drug and Alcohol Testing)	25.00	
12320	Substance Abuse Treatment Counselor	17.71	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.91	

13012	Exhibits Specialist II	22.18	
13013	Exhibits Specialist III	27.12	
13041	Illustrator I	17.91	
13042	Illustrator II	22.18	
13043	Illustrator III	27.12	
13047	Librarian	24.55	
13050	Library Aide/Clerk	11.77	***
13054	Library Information Technology Systems	22.16	
13058	Library Technician	16.23	
13061	Media Specialist I	15.99	***
13062	Media Specialist II	17.91	
13063	Media Specialist III	19.95	
13071	Photographer I	15.99	***
13072	Photographer II	17.91	
13073	Photographer III	22.18	
13074	Photographer IV	27.12	
13075	Photographer V	32.81	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	15.99	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.29	
14042	Computer Operator II	18.22	
14043	Computer Operator III	20.31	
14044	Computer Operator IV	22.58	
14045	Computer Operator V	25.00	
14071	Computer Programmer I (see 1)	18.30	
14072	Computer Programmer II (see 1)	22.67	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	16.29	
14160	Personal Computer Support Technician	22.58	
14170	System Support Specialist	25.00	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	29.00	
15020	Aircrew Training Devices Instructor (Rated)	35.08	
15030	Air Crew Training Devices Instructor (Pilot)	42.04	
15050	Computer Based Training Specialist / Instructor	29.00	
15060	Educational Technologist	31.00	
15070	Flight Instructor (Pilot)	42.04	
15080	Graphic Artist	19.37	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	37.64	
15086	Maintenance Test Pilot, Rotary Wing	37.64	
15088	Non-Maintenance Test/Co-Pilot	37.64	
15090	Technical Instructor	21.95	
15095	Technical Instructor/Course Developer	26.85	
15110	Test Proctor	17.72	
15120	Tutor	17.72	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.05	***
16030	Counter Attendant	11.05	***

16040	Dry Cleaner	13.56	***
16070	Finisher, Flatwork, Machine	11.05	***
16090	Presser, Hand	11.05	***
16110	Presser, Machine, Drycleaning	11.05	***
16130	Presser, Machine, Shirts	11.05	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.05	***
16190	Sewing Machine Operator	14.52	***
16220	Tailor	15.46	***
16250	Washer, Machine	11.64	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.03	
19040	Tool And Die Maker	32.03	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.83	
21030	Material Coordinator	24.51	
21040	Material Expediter	24.51	
21050	Material Handling Laborer	15.16	***
21071	Order Filler	14.73	***
21080	Production Line Worker (Food Processing)	20.83	
21110	Shipping Packer	17.48	
21130	Shipping/Receiving Clerk	17.48	
21140	Store Worker I	16.37	
21150	Stock Clerk	20.73	
21210	Tools And Parts Attendant	20.83	
21410	Warehouse Specialist	20.83	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	31.55	
23019	Aircraft Logs and Records Technician	25.94	
23021	Aircraft Mechanic I	30.32	
23022	Aircraft Mechanic II	31.55	
23023	Aircraft Mechanic III	33.06	
23040	Aircraft Mechanic Helper	22.58	
23050	Aircraft, Painter	28.96	
23060	Aircraft Servicer	25.94	
23070	Aircraft Survival Flight Equipment Technician	28.96	
23080	Aircraft Worker	27.46	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	27.46	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	30.32	
23110	Appliance Mechanic	26.93	
23120	Bicycle Repairer	22.47	
23125	Cable Splicer	36.97	
23130	Carpenter, Maintenance	23.00	
23140	Carpet Layer	27.05	
23160	Electrician, Maintenance	30.05	
23181	Electronics Technician Maintenance I	25.53	
23182	Electronics Technician Maintenance II	30.22	
23183	Electronics Technician Maintenance III	31.61	
23260	Fabric Worker	24.84	
23290	Fire Alarm System Mechanic	29.18	
23310	Fire Extinguisher Repairer	24.17	
23311	Fuel Distribution System Mechanic	29.99	
23312	Fuel Distribution System Operator	24.17	
23370	General Maintenance Worker	19.64	

23380	Ground Support Equipment Mechanic	30.32	
23381	Ground Support Equipment Servicer	25.94	
23382	Ground Support Equipment Worker	27.46	
23391	Gunsmith I	24.17	
23392	Gunsmith II	27.15	
23393	Gunsmith III	29.99	
23410	Heating, Ventilation And Air-Conditioning	23.68	
23411	Heating, Ventilation And Air Contidioning	24.64	
23430	Heavy Equipment Mechanic	29.14	
23440	Heavy Equipment Operator	29.53	
23460	Instrument Mechanic	30.32	
23465	Laboratory/Shelter Mechanic	28.66	
23470	Laborer	15.16	***
23510	Locksmith	27.84	
23530	Machinery Maintenance Mechanic	29.92	
23550	Machinist, Maintenance	24.20	
23580	Maintenance Trades Helper	19.26	
23591	Metrology Technician I	30.32	
23592	Metrology Technician II	31.55	
23593	Metrology Technician III	33.06	
23640	Millwright	29.99	
23710	Office Appliance Repairer	19.02	
23760	Painter, Maintenance	22.30	
23790	Pipefitter, Maintenance	30.97	
23810	Plumber, Maintenance	29.49	
23820	Pneudraulic Systems Mechanic	29.99	
23850	Rigger	29.99	
23870	Scale Mechanic	27.15	
23890	Sheet-Metal Worker, Maintenance	32.80	
23910	Small Engine Mechanic	26.14	
23931	Telecommunications Mechanic I	28.60	
23932	Telecommunications Mechanic II	29.77	
23950	Telephone Lineman	30.32	
23960	Welder, Combination, Maintenance	28.78	
23965	Well Driller	30.32	
23970	Woodcraft Worker	29.99	
23980	Woodworker	24.17	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.42	
24570	Child Care Attendant	10.98	***
24580	Child Care Center Clerk	13.69	***
24610	Chore Aide	11.80	***
24620	Family Readiness And Support Services	16.42	
24630	Homemaker	16.42	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.32	
25040	Sewage Plant Operator	22.15	
25070	Stationary Engineer	30.32	
25190	Ventilation Equipment Tender	22.51	
25210	Water Treatment Plant Operator	22.15	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.28	
27007	Baggage Inspector	12.43	***

27008	Corrections Officer	24.48	
27010	Court Security Officer	20.89	
27030	Detection Dog Handler	13.90	***
27040	Detention Officer	24.48	
27070	Firefighter	18.04	
27101	Guard I	12.43	***
27102	Guard II	13.90	***
27131	Police Officer I	22.35	
27132	Police Officer II	24.85	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.61	***
28042	Carnival Equipment Repairer	13.59	***
28043	Carnival Worker	10.10	***
28210	Gate Attendant/Gate Tender	16.04	***
28310	Lifeguard	14.28	***
28350	Park Attendant (Aide)	17.94	
28510	Recreation Aide/Health Facility Attendant	13.09	***
28515	Recreation Specialist	22.23	
28630	Sports Official	14.28	***
28690	Swimming Pool Operator	15.46	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.99	
29020	Hatch Tender	28.99	
29030	Line Handler	28.99	
29041	Stevedore I	27.17	
29042	Stevedore II	30.83	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	18.95	
30022	Archeological Technician II	21.20	
30023	Archeological Technician III	26.27	
30030	Cartographic Technician	26.27	
30040	Civil Engineering Technician	25.48	
30051	Cryogenic Technician I	27.07	
30052	Cryogenic Technician II	29.89	
30061	Drafter/CAD Operator I	18.95	
30062	Drafter/CAD Operator II	21.20	
30063	Drafter/CAD Operator III	23.64	
30064	Drafter/CAD Operator IV	28.21	
30081	Engineering Technician I	16.38	
30082	Engineering Technician II	18.38	
30083	Engineering Technician III	22.90	
30084	Engineering Technician IV	25.79	
30085	Engineering Technician V	31.55	
30086	Engineering Technician VI	38.17	
30090	Environmental Technician	22.02	
30095	Evidence Control Specialist	24.44	
30210	Laboratory Technician	25.55	
30221	Latent Fingerprint Technician I	27.07	
30222	Latent Fingerprint Technician II	29.89	
30240	Mathematical Technician	26.27	

30361	Paralegal/Legal Assistant I	21.18	
30362	Paralegal/Legal Assistant II	26.24	
30363	Paralegal/Legal Assistant III	32.10	
30364	Paralegal/Legal Assistant IV	38.83	
30375	Petroleum Supply Specialist	29.89	
30390	Photo-Optics Technician	26.27	
30395	Radiation Control Technician	29.89	
30461	Technical Writer I	24.64	
30462	Technical Writer II	30.15	
30463	Technical Writer III	36.48	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	28.21	
30502	Weather Forecaster II	34.31	
30620	Weather Observer, Combined Upper Air Or (see 2)	23.64	
30621	Weather Observer, Senior (see 2)	26.27	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	14.18	***
31030	Bus Driver	19.84	
31043	Driver Courier	15.47	***
31260	Parking and Lot Attendant	12.36	***
31290	Shuttle Bus Driver	14.40	***
31310	Taxi Driver	11.90	***
31361	Truckdriver, Light	16.61	
31362	Truckdriver, Medium	17.78	
31363	Truckdriver, Heavy	22.97	
31364	Truckdriver, Tractor-Trailer	22.97	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	10.72	***
99050	Desk Clerk	11.64	***
99095	Embalmer	30.90	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	16.31	
99252	Laboratory Animal Caretaker II	17.57	
99260	Marketing Analyst	22.82	
99310	Mortician	30.90	
99410	Pest Controller	25.65	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	18.56	
99711	Recycling Specialist	21.42	
99730	Refuse Collector	17.15	
99810	Sales Clerk	12.88	***
99820	School Crossing Guard	17.05	
99830	Survey Party Chief	24.64	
99831	Surveying Aide	15.24	***
99832	Surveying Technician	20.92	
99840	Vending Machine Attendant	20.20	
99841	Vending Machine Repairer	22.73	
99842	Vending Machine Repairer Helper	20.20	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4365

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/16/2023

Source : <https://sam.gov/wage-determination/2015-4365/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Lawrence

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.41	***
01012	Accounting Clerk II	16.18	***
01013	Accounting Clerk III	18.10	
01020	Administrative Assistant	24.26	
01035	Court Reporter	18.49	
01041	Customer Service Representative I	14.66	***
01042	Customer Service Representative II	15.99	***
01043	Customer Service Representative III	17.96	
01051	Data Entry Operator I	14.06	***
01052	Data Entry Operator II	15.34	***
01060	Dispatcher, Motor Vehicle	21.18	
01070	Document Preparation Clerk	14.60	***
01090	Duplicating Machine Operator	14.60	***
01111	General Clerk I	14.37	***

01112	General Clerk II	15.68	***
01113	General Clerk III	17.59	
01120	Housing Referral Assistant	20.45	
01141	Messenger Courier	14.50	***
01191	Order Clerk I	13.38	***
01192	Order Clerk II	14.60	***
01261	Personnel Assistant (Employment) I	17.87	
01262	Personnel Assistant (Employment) II	19.98	
01263	Personnel Assistant (Employment) III	22.28	
01270	Production Control Clerk	25.19	
01290	Rental Clerk	13.01	***
01300	Scheduler, Maintenance	16.40	
01311	Secretary I	16.40	
01312	Secretary II	18.34	
01313	Secretary III	20.45	
01320	Service Order Dispatcher	18.92	
01410	Supply Technician	24.26	
01420	Survey Worker	16.41	
01460	Switchboard Operator/Receptionist	13.83	***
01531	Travel Clerk I	14.40	***
01532	Travel Clerk II	15.35	***
01533	Travel Clerk III	16.38	
01611	Word Processor I	14.60	***
01612	Word Processor II	16.40	
01613	Word Processor III	18.34	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.74	
05010	Automotive Electrician	16.60	
05040	Automotive Glass Installer	15.87	***
05070	Automotive Worker	15.87	***
05110	Mobile Equipment Servicer	14.42	***
05130	Motor Equipment Metal Mechanic	17.38	
05160	Motor Equipment Metal Worker	15.87	***
05190	Motor Vehicle Mechanic	17.38	
05220	Motor Vehicle Mechanic Helper	14.33	***
05250	Motor Vehicle Upholstery Worker	15.13	***
05280	Motor Vehicle Wrecker	15.87	***
05310	Painter, Automotive	16.60	
05340	Radiator Repair Specialist	15.87	***
05370	Tire Repairer	13.87	***
05400	Transmission Repair Specialist	17.38	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.06	***
07041	Cook I	14.66	***
07042	Cook II	16.06	***
07070	Dishwasher	11.31	***
07130	Food Service Worker	11.51	***
07210	Meat Cutter	16.06	***
07260	Waiter/Waitress	12.28	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.00	
09040	Furniture Handler	15.52	***
09080	Furniture Refinisher	22.00	

09090	Furniture Refinisher Helper	18.59	
09110	Furniture Repairer, Minor	21.53	
09130	Upholsterer	22.00	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.06	***
11060	Elevator Operator	13.68	***
11090	Gardener	17.43	
11122	Housekeeping Aide	13.68	***
11150	Janitor	13.68	***
11210	Laborer, Grounds Maintenance	13.41	***
11240	Maid or Houseman	12.57	***
11260	Pruner	12.16	***
11270	Tractor Operator	16.12	***
11330	Trail Maintenance Worker	13.41	***
11360	Window Cleaner	15.09	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	14.88	***
12011	Breath Alcohol Technician	19.84	
12012	Certified Occupational Therapist Assistant	29.44	
12015	Certified Physical Therapist Assistant	28.37	
12020	Dental Assistant	17.71	
12025	Dental Hygienist	31.91	
12030	EKG Technician	23.29	
12035	Electroneurodiagnostic Technologist	23.29	
12040	Emergency Medical Technician	14.88	***
12071	Licensed Practical Nurse I	17.74	
12072	Licensed Practical Nurse II	19.84	
12073	Licensed Practical Nurse III	22.12	
12100	Medical Assistant	15.11	***
12130	Medical Laboratory Technician	28.66	
12160	Medical Record Clerk	20.45	
12190	Medical Record Technician	22.86	
12195	Medical Transcriptionist	18.64	
12210	Nuclear Medicine Technologist	42.12	
12221	Nursing Assistant I	11.73	***
12222	Nursing Assistant II	13.19	***
12223	Nursing Assistant III	14.39	***
12224	Nursing Assistant IV	16.16	***
12235	Optical Dispenser	20.01	
12236	Optical Technician	17.74	
12250	Pharmacy Technician	15.95	***
12280	Phlebotomist	16.68	
12305	Radiologic Technologist	30.05	
12311	Registered Nurse I	25.10	
12312	Registered Nurse II	30.70	
12313	Registered Nurse II, Specialist	30.70	
12314	Registered Nurse III	37.14	
12315	Registered Nurse III, Anesthetist	37.14	
12316	Registered Nurse IV	44.52	
12317	Scheduler (Drug and Alcohol Testing)	24.59	
12320	Substance Abuse Treatment Counselor	19.86	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.16	

13012	Exhibits Specialist II	22.50	
13013	Exhibits Specialist III	27.53	
13041	Illustrator I	18.16	
13042	Illustrator II	22.50	
13043	Illustrator III	27.53	
13047	Librarian	24.92	
13050	Library Aide/Clerk	11.37	***
13054	Library Information Technology Systems	22.50	
13058	Library Technician	17.74	
13061	Media Specialist I	16.24	
13062	Media Specialist II	18.16	
13063	Media Specialist III	20.25	
13071	Photographer I	16.24	
13072	Photographer II	18.16	
13073	Photographer III	22.50	
13074	Photographer IV	27.53	
13075	Photographer V	33.31	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	16.45	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.91	
14042	Computer Operator II	20.59	
14043	Computer Operator III	23.27	
14044	Computer Operator IV	25.11	
14045	Computer Operator V	27.80	
14071	Computer Programmer I (see 1)	23.91	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	17.91	
14160	Personal Computer Support Technician	25.11	
14170	System Support Specialist	29.33	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.71	
15020	Aircrew Training Devices Instructor (Rated)	37.17	
15030	Air Crew Training Devices Instructor (Pilot)	44.54	
15050	Computer Based Training Specialist / Instructor	30.71	
15060	Educational Technologist	33.25	
15070	Flight Instructor (Pilot)	44.54	
15080	Graphic Artist	23.02	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.54	
15086	Maintenance Test Pilot, Rotary Wing	44.54	
15088	Non-Maintenance Test/Co-Pilot	44.54	
15090	Technical Instructor	21.17	
15095	Technical Instructor/Course Developer	25.89	
15110	Test Proctor	17.08	
15120	Tutor	17.08	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.05	***
16030	Counter Attendant	11.05	***

16040	Dry Cleaner	13.56	***
16070	Finisher, Flatwork, Machine	11.05	***
16090	Presser, Hand	11.05	***
16110	Presser, Machine, Drycleaning	11.05	***
16130	Presser, Machine, Shirts	11.05	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.05	***
16190	Sewing Machine Operator	14.52	***
16220	Tailor	15.46	***
16250	Washer, Machine	11.64	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.23	
19040	Tool And Die Maker	32.80	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	21.87	
21030	Material Coordinator	25.19	
21040	Material Expediter	25.19	
21050	Material Handling Laborer	16.19	***
21071	Order Filler	14.37	***
21080	Production Line Worker (Food Processing)	21.87	
21110	Shipping Packer	16.81	
21130	Shipping/Receiving Clerk	16.81	
21140	Store Worker I	13.84	***
21150	Stock Clerk	18.61	
21210	Tools And Parts Attendant	21.87	
21410	Warehouse Specialist	21.87	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	30.06	
23019	Aircraft Logs and Records Technician	23.95	
23021	Aircraft Mechanic I	28.57	
23022	Aircraft Mechanic II	30.06	
23023	Aircraft Mechanic III	31.35	
23040	Aircraft Mechanic Helper	20.57	
23050	Aircraft, Painter	27.23	
23060	Aircraft Servicer	23.95	
23070	Aircraft Survival Flight Equipment Technician	27.23	
23080	Aircraft Worker	25.57	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	25.57	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	28.57	
23110	Appliance Mechanic	27.23	
23120	Bicycle Repairer	22.24	
23125	Cable Splicer	38.32	
23130	Carpenter, Maintenance	25.70	
23140	Carpet Layer	25.57	
23160	Electrician, Maintenance	30.46	
23181	Electronics Technician Maintenance I	26.70	
23182	Electronics Technician Maintenance II	28.41	
23183	Electronics Technician Maintenance III	29.99	
23260	Fabric Worker	23.95	
23290	Fire Alarm System Mechanic	20.68	
23310	Fire Extinguisher Repairer	22.24	
23311	Fuel Distribution System Mechanic	38.18	
23312	Fuel Distribution System Operator	29.81	
23370	General Maintenance Worker	17.77	

23380	Ground Support Equipment Mechanic	28.57	
23381	Ground Support Equipment Servicer	23.95	
23382	Ground Support Equipment Worker	25.57	
23391	Gunsmith I	22.24	
23392	Gunsmith II	25.57	
23393	Gunsmith III	28.57	
23410	Heating, Ventilation And Air-Conditioning	22.57	
23411	Heating, Ventilation And Air Contidioning	23.75	
23430	Heavy Equipment Mechanic	24.38	
23440	Heavy Equipment Operator	28.14	
23460	Instrument Mechanic	28.57	
23465	Laboratory/Shelter Mechanic	27.23	
23470	Laborer	16.28	
23510	Locksmith	27.23	
23530	Machinery Maintenance Mechanic	28.44	
23550	Machinist, Maintenance	22.55	
23580	Maintenance Trades Helper	16.42	
23591	Metrology Technician I	28.57	
23592	Metrology Technician II	30.06	
23593	Metrology Technician III	31.35	
23640	Millwright	31.42	
23710	Office Appliance Repairer	18.54	
23760	Painter, Maintenance	22.94	
23790	Pipefitter, Maintenance	32.74	
23810	Plumber, Maintenance	31.21	
23820	Pneudraulic Systems Mechanic	28.57	
23850	Rigger	28.57	
23870	Scale Mechanic	25.57	
23890	Sheet-Metal Worker, Maintenance	29.88	
23910	Small Engine Mechanic	25.57	
23931	Telecommunications Mechanic I	32.98	
23932	Telecommunications Mechanic II	34.71	
23950	Telephone Lineman	39.15	
23960	Welder, Combination, Maintenance	20.79	
23965	Well Driller	28.57	
23970	Woodcraft Worker	28.57	
23980	Woodworker	22.24	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.01	***
24570	Child Care Attendant	10.88	***
24580	Child Care Center Clerk	13.56	***
24610	Chore Aide	11.01	***
24620	Family Readiness And Support Services	15.01	***
24630	Homemaker	15.01	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.89	
25040	Sewage Plant Operator	19.89	
25070	Stationary Engineer	26.89	
25190	Ventilation Equipment Tender	18.76	
25210	Water Treatment Plant Operator	19.89	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.29	
27007	Baggage Inspector	12.87	***

27008	Corrections Officer	20.91	
27010	Court Security Officer	20.40	
27030	Detection Dog Handler	14.42	***
27040	Detention Officer	20.91	
27070	Firefighter	19.20	
27101	Guard I	12.87	***
27102	Guard II	14.42	***
27131	Police Officer I	20.26	
27132	Police Officer II	22.52	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.75	***
28042	Carnival Equipment Repairer	15.58	***
28043	Carnival Worker	12.01	***
28210	Gate Attendant/Gate Tender	14.71	***
28310	Lifeguard	13.09	***
28350	Park Attendant (Aide)	16.46	
28510	Recreation Aide/Health Facility Attendant	12.01	***
28515	Recreation Specialist	20.38	
28630	Sports Official	13.10	***
28690	Swimming Pool Operator	17.67	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.22	
29020	Hatch Tender	28.22	
29030	Line Handler	28.22	
29041	Stevedore I	26.43	
29042	Stevedore II	30.05	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	19.98	
30022	Archeological Technician II	22.35	
30023	Archeological Technician III	27.70	
30030	Cartographic Technician	27.70	
30040	Civil Engineering Technician	23.43	
30051	Cryogenic Technician I	28.55	
30052	Cryogenic Technician II	31.53	
30061	Drafter/CAD Operator I	19.98	
30062	Drafter/CAD Operator II	22.35	
30063	Drafter/CAD Operator III	24.93	
30064	Drafter/CAD Operator IV	30.66	
30081	Engineering Technician I	15.76	***
30082	Engineering Technician II	18.24	
30083	Engineering Technician III	20.23	
30084	Engineering Technician IV	25.29	
30085	Engineering Technician V	30.93	
30086	Engineering Technician VI	37.42	
30090	Environmental Technician	28.24	
30095	Evidence Control Specialist	25.77	
30210	Laboratory Technician	27.17	
30221	Latent Fingerprint Technician I	28.55	
30222	Latent Fingerprint Technician II	31.53	
30240	Mathematical Technician	27.48	

30361	Paralegal/Legal Assistant I	20.74	
30362	Paralegal/Legal Assistant II	25.70	
30363	Paralegal/Legal Assistant III	31.44	
30364	Paralegal/Legal Assistant IV	38.03	
30375	Petroleum Supply Specialist	31.53	
30390	Photo-Optics Technician	27.70	
30395	Radiation Control Technician	31.53	
30461	Technical Writer I	27.70	
30462	Technical Writer II	33.88	
30463	Technical Writer III	39.96	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	28.55	
30502	Weather Forecaster II	34.71	
30620	Weather Observer, Combined Upper Air Or (see 2)	24.93	
30621	Weather Observer, Senior (see 2)	27.70	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	14.64	***
31030	Bus Driver	20.24	
31043	Driver Courier	15.73	***
31260	Parking and Lot Attendant	12.79	***
31290	Shuttle Bus Driver	14.04	***
31310	Taxi Driver	11.88	***
31361	Truckdriver, Light	17.01	
31362	Truckdriver, Medium	18.35	
31363	Truckdriver, Heavy	22.12	
31364	Truckdriver, Tractor-Trailer	22.12	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	10.61	***
99050	Desk Clerk	11.35	***
99095	Embalmer	30.72	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	13.20	***
99252	Laboratory Animal Caretaker II	13.86	***
99260	Marketing Analyst	23.09	
99310	Mortician	30.72	
99410	Pest Controller	18.71	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	17.00	
99711	Recycling Specialist	20.47	
99730	Refuse Collector	15.41	***
99810	Sales Clerk	12.31	***
99820	School Crossing Guard	16.38	
99830	Survey Party Chief	26.05	
99831	Surveying Aide	17.26	
99832	Surveying Technician	23.68	
99840	Vending Machine Attendant	20.43	
99841	Vending Machine Repairer	25.39	
99842	Vending Machine Repairer Helper	20.43	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4367

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 23

Date Of Last Revision : 05/16/2023

Source : <https://sam.gov/wage-determination/2015-4367/23>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Kentucky, West Virginia

Area: Kentucky Counties of Boyd, Greenup West Virginia Counties of Cabell, Lincoln, Putnam, Wayne

Fringe Benefits Required Follow the Occupational Listing

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.63	***
01012	Accounting Clerk II	18.04	
01013	Accounting Clerk III	20.19	
01020	Administrative Assistant	24.26	
01035	Court Reporter	21.39	
01041	Customer Service Representative I	14.66	***
01042	Customer Service Representative II	15.99	***
01043	Customer Service Representative III	17.96	
01051	Data Entry Operator I	14.06	***
01052	Data Entry Operator II	15.34	***
01060	Dispatcher, Motor Vehicle	20.53	
01070	Document Preparation Clerk	14.60	***
01090	Duplicating Machine Operator	14.60	***
01111	General Clerk I	14.37	***

01112	General Clerk II	15.68	***
01113	General Clerk III	17.59	
01120	Housing Referral Assistant	20.45	
01141	Messenger Courier	14.50	***
01191	Order Clerk I	13.38	***
01192	Order Clerk II	14.60	***
01261	Personnel Assistant (Employment) I	17.87	
01262	Personnel Assistant (Employment) II	19.98	
01263	Personnel Assistant (Employment) III	22.28	
01270	Production Control Clerk	25.19	
01290	Rental Clerk	13.98	***
01300	Scheduler, Maintenance	16.40	
01311	Secretary I	16.40	
01312	Secretary II	18.34	
01313	Secretary III	20.45	
01320	Service Order Dispatcher	18.92	
01410	Supply Technician	24.26	
01420	Survey Worker	16.64	
01460	Switchboard Operator/Receptionist	13.83	***
01531	Travel Clerk I	14.40	***
01532	Travel Clerk II	15.35	***
01533	Travel Clerk III	16.38	
01611	Word Processor I	14.60	***
01612	Word Processor II	16.40	
01613	Word Processor III	18.34	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.15	
05010	Automotive Electrician	16.57	
05040	Automotive Glass Installer	15.56	***
05070	Automotive Worker	15.56	***
05110	Mobile Equipment Servicer	13.58	***
05130	Motor Equipment Metal Mechanic	17.38	
05160	Motor Equipment Metal Worker	15.56	***
05190	Motor Vehicle Mechanic	17.38	
05220	Motor Vehicle Mechanic Helper	12.61	***
05250	Motor Vehicle Upholstery Worker	14.59	***
05280	Motor Vehicle Wrecker	15.56	***
05310	Painter, Automotive	16.57	
05340	Radiator Repair Specialist	15.56	***
05370	Tire Repairer	13.81	***
05400	Transmission Repair Specialist	17.38	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.35	***
07041	Cook I	13.22	***
07042	Cook II	15.19	***
07070	Dishwasher	10.95	***
07130	Food Service Worker	11.51	***
07210	Meat Cutter	14.04	***
07260	Waiter/Waitress	11.44	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.87	
09040	Furniture Handler	15.41	***
09080	Furniture Refinisher	19.59	

09090	Furniture Refinisher Helper	16.80	
09110	Furniture Repairer, Minor	18.25	
09130	Upholsterer	19.59	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.06	***
11060	Elevator Operator	13.68	***
11090	Gardener	17.43	
11122	Housekeeping Aide	13.68	***
11150	Janitor	13.68	***
11210	Laborer, Grounds Maintenance	13.41	***
11240	Maid or Houseman	12.57	***
11260	Pruner	12.16	***
11270	Tractor Operator	16.12	***
11330	Trail Maintenance Worker	13.41	***
11360	Window Cleaner	15.09	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	14.54	***
12011	Breath Alcohol Technician	19.84	
12012	Certified Occupational Therapist Assistant	29.44	
12015	Certified Physical Therapist Assistant	28.37	
12020	Dental Assistant	17.71	
12025	Dental Hygienist	31.91	
12030	EKG Technician	23.29	
12035	Electroneurodiagnostic Technologist	23.29	
12040	Emergency Medical Technician	14.54	***
12071	Licensed Practical Nurse I	17.74	
12072	Licensed Practical Nurse II	19.84	
12073	Licensed Practical Nurse III	22.12	
12100	Medical Assistant	15.11	***
12130	Medical Laboratory Technician	28.66	
12160	Medical Record Clerk	20.33	
12190	Medical Record Technician	22.74	
12195	Medical Transcriptionist	18.64	
12210	Nuclear Medicine Technologist	41.12	
12221	Nursing Assistant I	11.73	***
12222	Nursing Assistant II	13.19	***
12223	Nursing Assistant III	14.39	***
12224	Nursing Assistant IV	16.16	***
12235	Optical Dispenser	19.88	
12236	Optical Technician	17.74	
12250	Pharmacy Technician	15.95	***
12280	Phlebotomist	16.68	
12305	Radiologic Technologist	30.05	
12311	Registered Nurse I	25.10	
12312	Registered Nurse II	30.70	
12313	Registered Nurse II, Specialist	30.70	
12314	Registered Nurse III	37.14	
12315	Registered Nurse III, Anesthetist	37.14	
12316	Registered Nurse IV	44.52	
12317	Scheduler (Drug and Alcohol Testing)	24.59	
12320	Substance Abuse Treatment Counselor	19.86	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.16	

13012	Exhibits Specialist II	22.50	
13013	Exhibits Specialist III	27.53	
13041	Illustrator I	18.16	
13042	Illustrator II	22.50	
13043	Illustrator III	27.53	
13047	Librarian	24.92	
13050	Library Aide/Clerk	11.35	***
13054	Library Information Technology Systems	22.50	
13058	Library Technician	17.74	
13061	Media Specialist I	16.24	
13062	Media Specialist II	18.16	
13063	Media Specialist III	20.25	
13071	Photographer I	16.24	
13072	Photographer II	18.16	
13073	Photographer III	22.50	
13074	Photographer IV	27.53	
13075	Photographer V	33.31	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	16.24	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.91	
14042	Computer Operator II	20.03	
14043	Computer Operator III	22.33	
14044	Computer Operator IV	24.83	
14045	Computer Operator V	27.49	
14071	Computer Programmer I (see 1)	22.03	
14072	Computer Programmer II (see 1)	nan	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	17.91	
14160	Personal Computer Support Technician	24.94	
14170	System Support Specialist	29.33	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.71	
15020	Aircrew Training Devices Instructor (Rated)	37.17	
15030	Air Crew Training Devices Instructor (Pilot)	44.54	
15050	Computer Based Training Specialist / Instructor	30.71	
15060	Educational Technologist	31.56	
15070	Flight Instructor (Pilot)	44.54	
15080	Graphic Artist	21.91	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.54	
15086	Maintenance Test Pilot, Rotary Wing	44.54	
15088	Non-Maintenance Test/Co-Pilot	44.54	
15090	Technical Instructor	20.98	
15095	Technical Instructor/Course Developer	25.89	
15110	Test Proctor	17.08	
15120	Tutor	17.08	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.05	***
16030	Counter Attendant	11.05	***

16040	Dry Cleaner	13.56	***
16070	Finisher, Flatwork, Machine	11.05	***
16090	Presser, Hand	11.05	***
16110	Presser, Machine, Drycleaning	11.05	***
16130	Presser, Machine, Shirts	11.05	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.05	***
16190	Sewing Machine Operator	14.52	***
16220	Tailor	15.46	***
16250	Washer, Machine	11.64	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.23	
19040	Tool And Die Maker	32.80	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	22.40	
21030	Material Coordinator	25.19	
21040	Material Expediter	25.19	
21050	Material Handling Laborer	16.19	***
21071	Order Filler	14.37	***
21080	Production Line Worker (Food Processing)	22.40	
21110	Shipping Packer	16.81	
21130	Shipping/Receiving Clerk	16.81	
21140	Store Worker I	13.84	***
21150	Stock Clerk	18.61	
21210	Tools And Parts Attendant	22.40	
21410	Warehouse Specialist	22.40	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	30.06	
23019	Aircraft Logs and Records Technician	23.95	
23021	Aircraft Mechanic I	28.57	
23022	Aircraft Mechanic II	30.06	
23023	Aircraft Mechanic III	31.35	
23040	Aircraft Mechanic Helper	20.57	
23050	Aircraft, Painter	27.23	
23060	Aircraft Servicer	23.95	
23070	Aircraft Survival Flight Equipment Technician	27.23	
23080	Aircraft Worker	25.57	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	25.57	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	28.57	
23110	Appliance Mechanic	27.23	
23120	Bicycle Repairer	22.24	
23125	Cable Splicer	36.73	
23130	Carpenter, Maintenance	25.31	
23140	Carpet Layer	25.57	
23160	Electrician, Maintenance	30.46	
23181	Electronics Technician Maintenance I	26.19	
23182	Electronics Technician Maintenance II	28.41	
23183	Electronics Technician Maintenance III	29.81	
23260	Fabric Worker	23.95	
23290	Fire Alarm System Mechanic	20.68	
23310	Fire Extinguisher Repairer	22.24	
23311	Fuel Distribution System Mechanic	38.18	
23312	Fuel Distribution System Operator	29.81	
23370	General Maintenance Worker	17.77	

23380	Ground Support Equipment Mechanic	28.57	
23381	Ground Support Equipment Servicer	23.95	
23382	Ground Support Equipment Worker	25.57	
23391	Gunsmith I	22.24	
23392	Gunsmith II	25.57	
23393	Gunsmith III	28.57	
23410	Heating, Ventilation And Air-Conditioning	22.57	
23411	Heating, Ventilation And Air Contidioning	23.75	
23430	Heavy Equipment Mechanic	24.38	
23440	Heavy Equipment Operator	28.14	
23460	Instrument Mechanic	28.57	
23465	Laboratory/Shelter Mechanic	27.23	
23470	Laborer	16.19	***
23510	Locksmith	27.23	
23530	Machinery Maintenance Mechanic	28.44	
23550	Machinist, Maintenance	22.55	
23580	Maintenance Trades Helper	16.42	
23591	Metrology Technician I	28.57	
23592	Metrology Technician II	30.06	
23593	Metrology Technician III	31.35	
23640	Millwright	31.42	
23710	Office Appliance Repairer	17.78	
23760	Painter, Maintenance	22.94	
23790	Pipefitter, Maintenance	32.74	
23810	Plumber, Maintenance	31.21	
23820	Pneudraulic Systems Mechanic	28.57	
23850	Rigger	28.57	
23870	Scale Mechanic	25.57	
23890	Sheet-Metal Worker, Maintenance	29.88	
23910	Small Engine Mechanic	25.57	
23931	Telecommunications Mechanic I	32.98	
23932	Telecommunications Mechanic II	34.71	
23950	Telephone Lineman	39.15	
23960	Welder, Combination, Maintenance	20.79	
23965	Well Driller	28.57	
23970	Woodcraft Worker	28.57	
23980	Woodworker	22.24	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.01	***
24570	Child Care Attendant	10.88	***
24580	Child Care Center Clerk	13.56	***
24610	Chore Aide	11.01	***
24620	Family Readiness And Support Services	15.01	***
24630	Homemaker	15.01	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.89	
25040	Sewage Plant Operator	19.89	
25070	Stationary Engineer	26.89	
25190	Ventilation Equipment Tender	16.97	
25210	Water Treatment Plant Operator	19.89	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.29	
27007	Baggage Inspector	12.47	***

27008	Corrections Officer	20.91	
27010	Court Security Officer	19.98	
27030	Detection Dog Handler	13.95	***
27040	Detention Officer	20.91	
27070	Firefighter	19.20	
27101	Guard I	12.47	***
27102	Guard II	13.95	***
27131	Police Officer I	20.26	
27132	Police Officer II	22.52	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.32	***
28042	Carnival Equipment Repairer	14.41	***
28043	Carnival Worker	10.05	***
28210	Gate Attendant/Gate Tender	14.96	***
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	16.53	
28510	Recreation Aide/Health Facility Attendant	12.21	***
28515	Recreation Specialist	20.38	
28630	Sports Official	13.10	***
28690	Swimming Pool Operator	16.56	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.22	
29020	Hatch Tender	28.22	
29030	Line Handler	28.22	
29041	Stevedore I	26.43	
29042	Stevedore II	30.05	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	43.06	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.69	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70	
30021	Archeological Technician I	20.60	
30022	Archeological Technician II	23.04	
30023	Archeological Technician III	28.54	
30030	Cartographic Technician	28.54	
30040	Civil Engineering Technician	23.43	
30051	Cryogenic Technician I	28.55	
30052	Cryogenic Technician II	31.53	
30061	Drafter/CAD Operator I	20.60	
30062	Drafter/CAD Operator II	23.04	
30063	Drafter/CAD Operator III	25.68	
30064	Drafter/CAD Operator IV	31.61	
30081	Engineering Technician I	15.76	***
30082	Engineering Technician II	17.69	
30083	Engineering Technician III	22.90	
30084	Engineering Technician IV	25.79	
30085	Engineering Technician V	31.55	
30086	Engineering Technician VI	38.17	
30090	Environmental Technician	25.32	
30095	Evidence Control Specialist	25.77	
30210	Laboratory Technician	27.53	
30221	Latent Fingerprint Technician I	28.55	
30222	Latent Fingerprint Technician II	31.53	
30240	Mathematical Technician	28.54	

30361	Paralegal/Legal Assistant I	20.74	
30362	Paralegal/Legal Assistant II	25.70	
30363	Paralegal/Legal Assistant III	31.44	
30364	Paralegal/Legal Assistant IV	38.03	
30375	Petroleum Supply Specialist	31.53	
30390	Photo-Optics Technician	28.54	
30395	Radiation Control Technician	31.53	
30461	Technical Writer I	25.77	
30462	Technical Writer II	31.53	
30463	Technical Writer III	38.14	
30491	Unexploded Ordnance (UXO) Technician I	27.37	
30492	Unexploded Ordnance (UXO) Technician II	33.11	
30493	Unexploded Ordnance (UXO) Technician III	39.69	
30494	Unexploded (UXO) Safety Escort	27.37	
30495	Unexploded (UXO) Sweep Personnel	27.37	
30501	Weather Forecaster I	31.61	
30502	Weather Forecaster II	38.46	
30620	Weather Observer, Combined Upper Air Or (see 2)	25.68	
30621	Weather Observer, Senior (see 2)	28.54	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	33.11	
31020	Bus Aide	14.64	***
31030	Bus Driver	20.24	
31043	Driver Courier	15.73	***
31260	Parking and Lot Attendant	12.79	***
31290	Shuttle Bus Driver	13.32	***
31310	Taxi Driver	11.88	***
31361	Truckdriver, Light	17.01	
31362	Truckdriver, Medium	18.31	
31363	Truckdriver, Heavy	22.12	
31364	Truckdriver, Tractor-Trailer	22.12	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.14	***
99030	Cashier	10.61	***
99050	Desk Clerk	11.35	***
99095	Embalmer	31.95	
99130	Flight Follower	27.37	
99251	Laboratory Animal Caretaker I	12.29	***
99252	Laboratory Animal Caretaker II	13.29	***
99260	Marketing Analyst	23.09	
99310	Mortician	31.95	
99410	Pest Controller	17.91	
99510	Photofinishing Worker	14.38	***
99710	Recycling Laborer	17.00	
99711	Recycling Specialist	20.43	
99730	Refuse Collector	15.41	***
99810	Sales Clerk	12.31	***
99820	School Crossing Guard	16.38	
99830	Survey Party Chief	27.10	
99831	Surveying Aide	16.78	
99832	Surveying Technician	23.01	
99840	Vending Machine Attendant	20.43	
99841	Vending Machine Repairer	25.39	
99842	Vending Machine Repairer Helper	20.43	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4369

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 19

Date Of Last Revision : 12/27/2022

Source : <https://sam.gov/wage-determination/2015-4369/19>

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: North Carolina

Area: North Carolina Counties of Buncombe, Haywood, Henderson, Madison

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

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.22	***
01012	Accounting Clerk II	17.10	
01013	Accounting Clerk III	19.12	
01020	Administrative Assistant	27.82	
01035	Court Reporter	17.72	
01041	Customer Service Representative I	13.56	***
01042	Customer Service Representative II	14.79	***
01043	Customer Service Representative III	16.60	
01051	Data Entry Operator I	15.45	***
01052	Data Entry Operator II	16.86	
01060	Dispatcher, Motor Vehicle	18.43	
01070	Document Preparation Clerk	14.80	***
01090	Duplicating Machine Operator	14.80	***
01111	General Clerk I	13.58	***

01112	General Clerk II	14.82	***
01113	General Clerk III	16.63	
01120	Housing Referral Assistant	19.76	
01141	Messenger Courier	14.46	***
01191	Order Clerk I	15.38	***
01192	Order Clerk II	16.79	
01261	Personnel Assistant (Employment) I	16.41	
01262	Personnel Assistant (Employment) II	18.35	
01263	Personnel Assistant (Employment) III	20.45	
01270	Production Control Clerk	23.01	
01290	Rental Clerk	14.41	***
01300	Scheduler, Maintenance	15.84	***
01311	Secretary I	15.84	***
01312	Secretary II	17.72	
01313	Secretary III	19.76	
01320	Service Order Dispatcher	16.47	
01410	Supply Technician	27.82	
01420	Survey Worker	17.18	
01460	Switchboard Operator/Receptionist	14.23	***
01531	Travel Clerk I	15.32	***
01532	Travel Clerk II	16.31	
01533	Travel Clerk III	17.34	
01611	Word Processor I	14.11	***
01612	Word Processor II	15.84	***
01613	Word Processor III	17.72	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.60	
05010	Automotive Electrician	19.90	
05040	Automotive Glass Installer	18.90	
05070	Automotive Worker	18.90	
05110	Mobile Equipment Servicer	16.86	
05130	Motor Equipment Metal Mechanic	20.96	
05160	Motor Equipment Metal Worker	18.90	
05190	Motor Vehicle Mechanic	20.90	
05220	Motor Vehicle Mechanic Helper	15.87	***
05250	Motor Vehicle Upholstery Worker	17.89	
05280	Motor Vehicle Wrecker	18.90	
05310	Painter, Automotive	19.90	
05340	Radiator Repair Specialist	18.90	
05370	Tire Repairer	15.13	***
05400	Transmission Repair Specialist	20.96	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.87	***
07041	Cook I	14.12	***
07042	Cook II	15.85	***
07070	Dishwasher	11.49	***
07130	Food Service Worker	12.60	***
07210	Meat Cutter	16.76	
07260	Waiter/Waitress	9.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.62	
09040	Furniture Handler	11.96	***
09080	Furniture Refinisher	17.99	

09090	Furniture Refinisher Helper	14.16	***
09110	Furniture Repairer, Minor	16.11	***
09130	Upholsterer	17.99	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.36	***
11060	Elevator Operator	12.96	***
11090	Gardener	18.88	
11122	Housekeeping Aide	13.90	***
11150	Janitor	13.90	***
11210	Laborer, Grounds Maintenance	14.90	***
11240	Maid or Houseman	12.02	***
11260	Pruner	13.69	***
11270	Tractor Operator	17.64	
11330	Trail Maintenance Worker	14.90	***
11360	Window Cleaner	15.13	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.81	
12011	Breath Alcohol Technician	21.16	
12012	Certified Occupational Therapist Assistant	31.40	
12015	Certified Physical Therapist Assistant	29.74	
12020	Dental Assistant	22.31	
12025	Dental Hygienist	34.14	
12030	EKG Technician	31.42	
12035	Electroneurodiagnostic Technologist	31.42	
12040	Emergency Medical Technician	19.81	
12071	Licensed Practical Nurse I	18.93	
12072	Licensed Practical Nurse II	21.16	
12073	Licensed Practical Nurse III	23.59	
12100	Medical Assistant	17.70	
12130	Medical Laboratory Technician	23.05	
12160	Medical Record Clerk	17.97	
12190	Medical Record Technician	20.10	
12195	Medical Transcriptionist	18.93	
12210	Nuclear Medicine Technologist	45.57	
12221	Nursing Assistant I	11.83	***
12222	Nursing Assistant II	13.29	***
12223	Nursing Assistant III	14.50	***
12224	Nursing Assistant IV	16.29	
12235	Optical Dispenser	21.64	
12236	Optical Technician	18.53	
12250	Pharmacy Technician	15.76	***
12280	Phlebotomist	16.42	
12305	Radiologic Technologist	27.40	
12311	Registered Nurse I	26.22	
12312	Registered Nurse II	32.07	
12313	Registered Nurse II, Specialist	32.07	
12314	Registered Nurse III	38.81	
12315	Registered Nurse III, Anesthetist	38.81	
12316	Registered Nurse IV	46.51	
12317	Scheduler (Drug and Alcohol Testing)	26.21	
12320	Substance Abuse Treatment Counselor	23.08	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.13	

13012	Exhibits Specialist II	24.94	
13013	Exhibits Specialist III	30.51	
13041	Illustrator I	16.95	
13042	Illustrator II	20.99	
13043	Illustrator III	25.69	
13047	Librarian	27.62	
13050	Library Aide/Clerk	13.81	***
13054	Library Information Technology Systems	24.94	
13058	Library Technician	17.97	
13061	Media Specialist I	18.01	
13062	Media Specialist II	20.13	
13063	Media Specialist III	22.44	
13071	Photographer I	14.38	***
13072	Photographer II	16.09	***
13073	Photographer III	19.94	
13074	Photographer IV	24.40	
13075	Photographer V	29.51	
13090	Technical Order Library Clerk	17.34	
13110	Video Teleconference Technician	20.44	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.80	
14042	Computer Operator II	19.92	
14043	Computer Operator III	22.20	
14044	Computer Operator IV	24.67	
14045	Computer Operator V	27.32	
14071	Computer Programmer I (see 1)	20.94	
14072	Computer Programmer II (see 1)	25.95	
14073	Computer Programmer III (see 1)	nan	
14074	Computer Programmer IV (see 1)	nan	
14101	Computer Systems Analyst I (see 1)	nan	
14102	Computer Systems Analyst II (see 1)	nan	
14103	Computer Systems Analyst III (see 1)	nan	
14150	Peripheral Equipment Operator	17.80	
14160	Personal Computer Support Technician	27.43	
14170	System Support Specialist	25.59	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	29.75	
15020	Aircrew Training Devices Instructor (Rated)	36.00	
15030	Air Crew Training Devices Instructor (Pilot)	43.14	
15050	Computer Based Training Specialist / Instructor	29.75	
15060	Educational Technologist	29.14	
15070	Flight Instructor (Pilot)	43.14	
15080	Graphic Artist	22.62	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.14	
15086	Maintenance Test Pilot, Rotary Wing	43.14	
15088	Non-Maintenance Test/Co-Pilot	43.14	
15090	Technical Instructor	20.70	
15095	Technical Instructor/Course Developer	25.32	
15110	Test Proctor	16.71	
15120	Tutor	16.71	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.50	***
16030	Counter Attendant	10.50	***

16040	Dry Cleaner	12.97	***
16070	Finisher, Flatwork, Machine	10.50	***
16090	Presser, Hand	10.50	***
16110	Presser, Machine, Drycleaning	10.50	***
16130	Presser, Machine, Shirts	10.50	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.50	***
16190	Sewing Machine Operator	13.69	***
16220	Tailor	14.58	***
16250	Washer, Machine	11.36	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	20.39	
19040	Tool And Die Maker	25.49	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.45	
21030	Material Coordinator	23.01	
21040	Material Expediter	23.01	
21050	Material Handling Laborer	14.62	***
21071	Order Filler	14.18	***
21080	Production Line Worker (Food Processing)	18.45	
21110	Shipping Packer	17.00	
21130	Shipping/Receiving Clerk	17.00	
21140	Store Worker I	12.66	***
21150	Stock Clerk	16.51	
21210	Tools And Parts Attendant	18.45	
21410	Warehouse Specialist	18.45	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	30.44	
23019	Aircraft Logs and Records Technician	24.11	
23021	Aircraft Mechanic I	28.92	
23022	Aircraft Mechanic II	30.44	
23023	Aircraft Mechanic III	31.93	
23040	Aircraft Mechanic Helper	21.20	
23050	Aircraft, Painter	27.31	
23060	Aircraft Servicer	24.11	
23070	Aircraft Survival Flight Equipment Technician	27.31	
23080	Aircraft Worker	25.49	
23091	Aircrew Life Support Equipment (ALSE) Mechanic	25.49	
23092	Aircrew Life Support Equipment (ALSE) Mechanic	28.92	
23110	Appliance Mechanic	23.39	
23120	Bicycle Repairer	19.71	
23125	Cable Splicer	35.60	
23130	Carpenter, Maintenance	18.95	
23140	Carpet Layer	22.14	
23160	Electrician, Maintenance	22.69	
23181	Electronics Technician Maintenance I	22.65	
23182	Electronics Technician Maintenance II	24.51	
23183	Electronics Technician Maintenance III	25.95	
23260	Fabric Worker	20.95	
23290	Fire Alarm System Mechanic	23.51	
23310	Fire Extinguisher Repairer	19.71	
23311	Fuel Distribution System Mechanic	27.24	
23312	Fuel Distribution System Operator	21.67	
23370	General Maintenance Worker	18.89	

23380	Ground Support Equipment Mechanic	28.92	
23381	Ground Support Equipment Servicer	24.11	
23382	Ground Support Equipment Worker	25.49	
23391	Gunsmith I	19.71	
23392	Gunsmith II	22.14	
23393	Gunsmith III	24.76	
23410	Heating, Ventilation And Air-Conditioning	22.42	
23411	Heating, Ventilation And Air Contidioning	23.64	
23430	Heavy Equipment Mechanic	24.37	
23440	Heavy Equipment Operator	18.87	
23460	Instrument Mechanic	24.76	
23465	Laboratory/Shelter Mechanic	23.39	
23470	Laborer	14.62	***
23510	Locksmith	23.39	
23530	Machinery Maintenance Mechanic	28.83	
23550	Machinist, Maintenance	21.22	
23580	Maintenance Trades Helper	14.24	***
23591	Metrology Technician I	24.76	
23592	Metrology Technician II	26.11	
23593	Metrology Technician III	27.42	
23640	Millwright	24.76	
23710	Office Appliance Repairer	18.17	
23760	Painter, Maintenance	17.97	
23790	Pipefitter, Maintenance	24.01	
23810	Plumber, Maintenance	22.68	
23820	Pneudraulic Systems Mechanic	24.76	
23850	Rigger	24.76	
23870	Scale Mechanic	22.14	
23890	Sheet-Metal Worker, Maintenance	21.33	
23910	Small Engine Mechanic	16.65	
23931	Telecommunications Mechanic I	26.84	
23932	Telecommunications Mechanic II	28.28	
23950	Telephone Lineman	25.43	
23960	Welder, Combination, Maintenance	22.25	
23965	Well Driller	24.76	
23970	Woodcraft Worker	24.76	
23980	Woodworker	19.71	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.96	
24570	Child Care Attendant	13.33	***
24580	Child Care Center Clerk	16.61	
24610	Chore Aide	12.04	***
24620	Family Readiness And Support Services	17.96	
24630	Homemaker	17.96	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.76	
25040	Sewage Plant Operator	23.00	
25070	Stationary Engineer	24.76	
25190	Ventilation Equipment Tender	18.11	
25210	Water Treatment Plant Operator	23.00	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.47	
27007	Baggage Inspector	14.77	***

27008	Corrections Officer	18.36	
27010	Court Security Officer	16.75	
27030	Detection Dog Handler	16.52	
27040	Detention Officer	18.36	
27070	Firefighter	15.33	***
27101	Guard I	14.77	***
27102	Guard II	16.52	
27131	Police Officer I	21.23	
27132	Police Officer II	23.60	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.74	***
28042	Carnival Equipment Repairer	14.71	***
28043	Carnival Worker	10.66	***
28210	Gate Attendant/Gate Tender	18.44	
28310	Lifeguard	14.20	***
28350	Park Attendant (Aide)	20.64	
28510	Recreation Aide/Health Facility Attendant	15.06	***
28515	Recreation Specialist	25.55	
28630	Sports Official	16.42	
28690	Swimming Pool Operator	17.06	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.14	
29020	Hatch Tender	22.14	
29030	Line Handler	22.14	
29041	Stevedore I	20.95	
29042	Stevedore II	23.39	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.93	
30022	Archeological Technician II	18.94	
30023	Archeological Technician III	23.46	
30030	Cartographic Technician	23.46	
30040	Civil Engineering Technician	24.42	
30051	Cryogenic Technician I	25.98	
30052	Cryogenic Technician II	28.70	
30061	Drafter/CAD Operator I	16.93	
30062	Drafter/CAD Operator II	18.94	
30063	Drafter/CAD Operator III	21.11	
30064	Drafter/CAD Operator IV	25.98	
30081	Engineering Technician I	16.02	***
30082	Engineering Technician II	17.98	
30083	Engineering Technician III	20.12	
30084	Engineering Technician IV	24.91	
30085	Engineering Technician V	30.48	
30086	Engineering Technician VI	36.88	
30090	Environmental Technician	22.59	
30095	Evidence Control Specialist	23.46	
30210	Laboratory Technician	21.11	
30221	Latent Fingerprint Technician I	25.98	
30222	Latent Fingerprint Technician II	28.70	
30240	Mathematical Technician	23.46	

30361	Paralegal/Legal Assistant I	19.96	
30362	Paralegal/Legal Assistant II	24.72	
30363	Paralegal/Legal Assistant III	30.24	
30364	Paralegal/Legal Assistant IV	36.59	
30375	Petroleum Supply Specialist	28.70	
30390	Photo-Optics Technician	23.46	
30395	Radiation Control Technician	28.70	
30461	Technical Writer I	25.81	
30462	Technical Writer II	31.57	
30463	Technical Writer III	38.20	
30491	Unexploded Ordnance (UXO) Technician I	26.22	
30492	Unexploded Ordnance (UXO) Technician II	31.73	
30493	Unexploded Ordnance (UXO) Technician III	38.03	
30494	Unexploded (UXO) Safety Escort	26.22	
30495	Unexploded (UXO) Sweep Personnel	26.22	
30501	Weather Forecaster I	25.98	
30502	Weather Forecaster II	31.61	
30620	Weather Observer, Combined Upper Air Or (see 2)	21.11	
30621	Weather Observer, Senior (see 2)	23.46	

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	11.48	***
31030	Bus Driver	15.27	***
31043	Driver Courier	16.69	
31260	Parking and Lot Attendant	12.44	***
31290	Shuttle Bus Driver	15.30	***
31310	Taxi Driver	14.26	***
31361	Truckdriver, Light	17.87	
31362	Truckdriver, Medium	18.99	
31363	Truckdriver, Heavy	22.47	
31364	Truckdriver, Tractor-Trailer	22.47	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.96	***
99050	Desk Clerk	12.77	***
99095	Embalmer	35.84	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	15.26	***
99252	Laboratory Animal Caretaker II	16.33	
99260	Marketing Analyst	28.11	
99310	Mortician	35.84	
99410	Pest Controller	17.48	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.95	
99711	Recycling Specialist	20.07	
99730	Refuse Collector	15.57	***
99810	Sales Clerk	13.02	***
99820	School Crossing Guard	14.73	***
99830	Survey Party Chief	19.54	
99831	Surveying Aide	13.93	***
99832	Surveying Technician	18.52	
99840	Vending Machine Attendant	16.67	
99841	Vending Machine Repairer	19.91	
99842	Vending Machine Repairer Helper	16.67	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

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

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

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).