

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</i>				1. REQUISITION NUMBER		PAGE 1 OF 151	
2. CONTRACT NO.		3. AWARD/EFFECTIVE DATE		4. ORDER NUMBER		5. SOLICITATION NUMBER W912HZ22R0016	
7. FOR SOLICITATION INFORMATION CALL:		a. NAME ZAVIENT BEAL				b. TELEPHONE NUMBER (No Collect Calls) 601-940-2470	
8. OFFER DUE DATE/LOCAL TIME 12:00 PM 21 Oct 2022							
9. ISSUED BY ERDC CONTRACTING OFFICE 3909 HALLS FERRY ROAD VICKSBURG MS 39180-6199 TEL: FAX:		CODE W912HZ		10. THIS ACQUISITION IS <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS <input type="checkbox"/> UNRESTRICTED OR <input checked="" type="checkbox"/> SET ASIDE: 100 % FOR: WOMEN-OWNED SMALL BUSINESS (WOSB) ELIGIBLE UNDER THE WOMEN-OWNED SMALL BUSINESS PROGRAM EDWOSB 8(A) NAICS: 561730 SIZE STANDARD: \$8,500,000			
11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE		12. DISCOUNT TERMS		13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) <input type="checkbox"/>		13b. RATING	
						14. METHOD OF SOLICITATION <input type="checkbox"/> RFQ <input type="checkbox"/> IFB <input checked="" type="checkbox"/> RFP	
15. DELIVER TO SEE SCHEDULE		CODE		16. ADMINISTERED BY CODE			
17a. CONTRACTOR/OFFEROR TELEPHONE NO.		CODE		FACILITY CODE		18a. PAYMENT WILL BE MADE BY CODE	
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER		18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a. UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM					
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	SEE SCHEDULE						
25. ACCOUNTING AND APPROPRIATION DATA						26. TOTAL AWARD AMOUNT (For Govt. Use Only)	
<input type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1. 52.212-4. FAR 52.212-3. 52.212-5 ARE ATTACHED.						ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
<input type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED.						ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
<input checked="" type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN 1 COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED.				<input type="checkbox"/> 29. AWARD OF CONTRACT: REF. OFFER DATED . YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:			
30a. SIGNATURE OF OFFEROR/CONTRACTOR				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)			
30b. NAME AND TITLE OF SIGNER (TYPE OR PRINT)		30c. DATE SIGNED		31b. NAME OF CONTRACTING OFFICER (TYPE OR PRINT) TEL: EMAIL:		31c. DATE SIGNED	

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS (CONTINUED)				PAGE 2 OF 151	
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	SEE SCHEDULE				
32a. QUANTITY IN COLUMN 21 HAS BEEN <input type="checkbox"/> RECEIVED <input type="checkbox"/> INSPECTED <input type="checkbox"/> ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: _____					
32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE		32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE			32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
			32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
33. SHIP NUMBER		34. VOUCHER NUMBER		35. AMOUNT VERIFIED CORRECT FOR	
<input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL				36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	
37. CHECK NUMBER					
38. S/R ACCOUNT NUMBER		39. S/R VOUCHER NUMBER		40. PAID BY	
41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT 41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER		41c. DATE		42a. RECEIVED BY <i>(Print)</i>	
				42b. RECEIVED AT <i>(Location)</i>	
				42c. DATE REC'D <i>(YY/MM/DD)</i>	
				42d. TOTAL CONTAINERS	

Section B - Supplies or Services and Prices

ADMINISTRATIVE INFORMATION

ADMINISTRATIVE DATA

Department of Labor Wage Determination

Wage Determination No.: 2015-4025 New Hampshire

Wage Det. No. 2015-5173 – Mississippi

Wage Det. No. 2015-5015 – Illinois

Wage Det. No. 2015-4281-Virginia

Wage Det. No. 2015-4407-North Carolina

Wage Det. No. 2015-5771-Texas

Wage Det. No. 2015-4605- Alabama

Wage Det. No. 2015-5683- Alaska

are all applicable to this BPA at time of award.

The Master BPA shall be reviewed annually before the anniversary of the effective date and revised as necessary to conform to regulatory or statutory requirements.

Veterans Employment Emphasis for U.S. Army Corps of Engineers Contracts

In addition to complying with the requirements outlined in FAR Part 22.13, FAR Provision 52.222- 38, FAR Clause 52.222-35, FAR

Clause 52.222-37, DFARS 222.13 and Department of Labor regulations, U.S.

Army Corps of Engineers (USACE) contractors and subcontractors at all tiers are encouraged to promote the training and employment of U.S. veterans while performing under a USACE contract. While no set-aside, evaluation preference, or incentive applies to the solicitation or performance under the resultant contract, USACE contractors are encouraged to seek out highly qualified veterans to perform services under this contract. The following resources are available to assist USACE contractors in their outreach efforts:

Federal Veteran employment information at

<http://www.fedshirevets.gov/index.aspx> Department of Labor Veterans

Employment Assistance <http://www.dol.gov/vets/> Department of

Veterans Affairs– VOW to Hire Heros Act <http://benefits.va.gov/vow/>

Army Wounded Warrior Program –

<http://wtc.army.mil/modules/employers/index.html>

U.S. Chamber of Commerce Foundation–Hiring Our Heros

<http://www.hiringourheroes.org/> Guide to Hiring Veterans –

Reference Material

[http://www.whitehouse.gov/sites/default/files/docs/white house business council - guide to hiring veterans 0.pdf](http://www.whitehouse.gov/sites/default/files/docs/white_house_business_council_-_guide_to_hiring_veterans_0.pdf)

CLAUSES INCORPORATED BY FULL TEXT

LOCAL CLAUSE 52.000-4014 MINIMUM REQUIRED INSURANCE

a. **WORKMEN'S COMPENSATION AND EMPLOYER'S LIABILITY INSURANCE.** Contractor shall comply with all applicable workmen's compensation Statutes of the state work to be performed, and shall furnish evidence of Employer's Liability Insurance in an amount of not less than \$100,000.

b. **GENERAL LIABILITY INSURANCE.** Bodily injury liability insurance in the minimum limits of \$500,000 per occurrence on the comprehensive form of policy and property damage insurance of \$20,000 per occurrence on the comprehensive form of policy.

c. **AUTOMOBILE LIABILITY INSURANCE.** Minimum limits of \$200,000 per person and \$500,000 per occurrence for bodily injury and \$20,000 per occurrence for property damage. This insurance shall be on the comprehensive form of policy and shall cover the operation of all automobiles used in the performance of the contract.

Section C - Descriptions and Specifications

PERFORMANCE WORK STATEMENT

1. General: The objective of this Blanket Purchase Agreement (BPA) is to obtain earthwork related services and tree services for all sites used by the Engineering Research and Development Center (ERDC) over the next five years. Work will be issued by firm-fixed price Call orders. There is no minimum guarantee for this agreement.

2. Requirement: The Contractor shall furnish all labor, materials, equipment, transportation and cleanup/disposal for all requirements specified in each BPA call. Award of BPA calls will only be made under this BPA at facilities that do not otherwise have a service contract.

Categories of services including but not limited to:

2.1 Earthwork Related Services.

Clearing and Grubbing – These services include but are not limited to removing and disposing of all unwanted surface material such as trees, brush, vines, weeds, downed trees, remnants of prior construction or infrastructure and removing and disposing of all unwanted subsurface material including roots, stumps, buried material and debris.

Drainage Feature Maintenance – These services include but are not limited to clearing, leveling, stabilizing, finishing, armoring, and the removal of leaves, limbs, silt and other debris from drainage features.

Landscaping – These services include but are not limited to; the installation and maintenance of sod, seed, shrubs, trees, stone, gravel, rip rap, and other material; preparation and maintenance of beds; incorporation of organic mulch and weed/grass preventative measures.

2.2 Tree Services.

Tree Trimming and Pruning – These services include but are not limited to removing branches primarily that are interfering with or have the potential to cause damage to power lines, buildings and other infrastructure. Some areas may require special techniques or equipment to avoid damage from falling limbs and debris. Limbs and debris will be disposed of on site at a government specified area, chipped and disposed of at a government specified site or off-site at the responsibility of the contractor.

Tree Removal – These services include but are not limited to removing entire healthy intact trees, trees that have been damaged from disease, insects or storms and downed or partially downed trees that may be on or close to fences, roads, powerlines, buildings and other infrastructure. Some areas may require special techniques or equipment to avoid damage or additional damage to nearby infrastructure. Trees, limbs and debris will be disposed of on-site at a government specified area or off-site at the responsibility of the contractor.

Stump Removal – These services include but are not limited to removing tree stumps and disposing on-site at a government specified area or off-site at the responsibility of the contractor.

Site visits may be needed prior to issuance of a BPA call for review of site conditions and to consult the Government representatives.

3. Funds Obligation: The Master Blanket Purchase Agreement (BPA) does not obligate any funds. The government shall be obligated only to the extent of authorized purchases actually made via a properly executed BPA Calls.

4. Threshold: The Government estimates, but does not guarantee, that the total volume of purchases through this agreement will be \$950,000. Individual service requirements shall not exceed the simplified acquisition threshold. There is no minimum guarantee of work. There is no minimum BPA Call value.

5. Period of Performance: This BPA expires Five (5) years from award date or at reaching the BPA limit (\$950,000), whichever is earlier.

6.0 LOCATION AND DESCRIPTIONS OF FACILITIES:

ERDC locations included in this agreement include but are not limited to:

- Engineering Research and Development Center, Vicksburg, MS
- Cold Regions Research and Development Laboratory, Hanover, NH
- Construction Engineering and Research Laboratory, Champaign, IL
- Geospatial Research Laboratory, Alexandria, VA
- Coastal and Hydraulics Laboratory Field Research Facility, Duck, NC
- Lewisville Aquatic Ecosystem Research Facility, Lewisville, TX
- USACE Reach-back Operations Center, Mobile, AL
- Permafrost Tunnel Research Facility, Fox, AK
- Permafrost Experiment Station, Fairbanks, AK

7. CONTRACTOR RESPONSIBILITIES:

- A. Period of Performance: Each Call awarded under this agreement will have a period of performance for that specific call.
- B. Licensing and Qualifications - The Contractor shall comply with licensing and qualifications requirements of the State work is to be performed.
- C. Permits - The Contractor shall obtain all required permits for performance of work, and shall remain in compliance with all applicable federal, state, and local laws and regulations and with the agreement requirements.
- D. Personnel Qualifications - Contractor personnel shall be qualified to perform the work described in each Call, and shall perform all work in a neat and workman-like manner in compliance with applicable codes and ordinances. All trade personnel shall be licensed by the State for the level of performance required for the work described.
- E. Existing Conditions - The Contractor shall verify all existing site conditions, and shall hold the Government harmless for any conditions unrecognized by the Contractor that affect any part of this agreement.
- F. Planning and Execution - The Contractor shall plan, program, administer, manage, execute, and complete the work necessary to provide the services required, pursuant to this agreement, including but not limited to procurement of specific incidental material, quality control, financial control, correspondence, and accurate and complete maintenance of

records. Contractor is solely responsible for accurately surveying and calculating quantities of all tasks defined products and materials needed as well as determining all necessary installation details and associated costs.

- G. Safety- The Contractor shall adhere to the applicable portions of the current edition of U.S. Army Corps of Engineers, Manual (EM): EM 385-1-1 Safety and Health Requirements Manual, Current Edition in performing the services required.
- H. Quality Control Program - The Contractor, and not the Government, will be responsible for management and quality control actions necessary to meet the quality standards set forth by this agreement.
- J. Pre-Performance Meeting - Prior to beginning any work under this agreement, the Contractor shall meet formally with the Government's Technical Point of Contact (TPOC) and/or COR at a mutually-agreed-to date and time to review the specified work and to review the Contractor's submitted documents.
- K. Spills, Leaks, and Hazardous Waste – Any hazardous waste generated by the Contractor in the execution of this agreement shall be properly disposed of by the Contractor at no additional cost to the Government and such disposal shall comply with all applicable federal, state and local regulations. The Contractor shall clean up any spills of oil or hazardous waste resulting from the Contractor's operations.
- L. General Waste and Debris -- During performance of work the Contractor shall control waste and debris to ensure that it stays within the work area. Contractor shall remove waste and debris from the work area and properly dispose of it on a daily basis. Such waste and debris must be periodically removed from the site. Contractor supplied dumpsters may be arranged with the COR or TPOC, but dumpsters must be parked in a manner that does not block normal traffic, access for fire and other emergency equipment, or personnel egress in the event of an emergency. Site access for dumpster delivery and removal must be arranged with the COR or TPOC in advance so that access point security personnel may be timely notified.
- M. Stored Tools and Materials – The Contractor may, with the Government's approval, and at the sole responsibility of the Contractor, store tools, materials, and equipment used in the performance of this agreement on the site. Such tools, materials, and equipment must remain within the work area unless arrangements for storage elsewhere are made with the COR or TPOC.
- N. Property Damage – Any property damaged by the Contractor's employees or Contractor's operations under this agreement shall be replaced or repaired to original condition by the Contractor at no additional cost to the Government.

8. GOVERNMENT RESPONSIBILITIES:

- A. BPA Calls – Upon acceptance of the Contractor's Quote in response to the Government's RFQ, the Government shall issue a Call for the work to be accomplished by the Contractor. Each Call, at a minimum, shall describe the desired work, and period of performance.
- B. Utilities on Site – The Government will provide the Contractor use of electricity and water without charge for the performance of the requirements of this agreement.
- C. Emergency Action Plan – The Government shall brief the Contractor on the Emergency Action Plan. The contractors safety officer shall be responsible for briefing all of

Contractor's personnel and subcontractors performing work under this agreement prior to those personnel performing site work under this agreement.

- E. Smoking Areas – Except for designated areas, the campus is designated a “No Smoking Zone”.

9. SAFETY REQUIREMENTS:

- A. Rules and Regulations – Safety shall in accordance with the latest version of EM 385-1-1, US Army Corps of Engineers Safety and Health Requirements Manual which may be found at (<http://www.usace.army.mil/CESO/Document/EM385-1-1FINAL.pdf>), applicable OSHA regulations, and other applicable federal, state, and local regulations, including safety procedures required by the Safety Office. Where regulations differ, the most stringent shall apply.
- B. Employee Safety Awareness – The Contractor shall insure that each of its employees working on the site (s) covered by this agreement reviews the applicable APP and AHA prior to beginning work.
- C. Accident Reporting – The Contractor shall report all accidents to the COR as soon as possible, but not more than twenty-four hours after the accident occurs. The Contractor shall thoroughly investigate the accident and submit its findings along with appropriate corrective action taken to the COR. The Contractor shall be responsible for OSHA accident reporting and recordkeeping requirements.

10. SECURITY AND ACCESS REQUIREMENTS:

- A. Site Security – The Contractor shall report any vandalism, suspicious activities or devices to the COR or local police as soon as possible. The COR will notify the Contractor of any heightened security measures and will expect vigilant monitoring of equipment, grounds and security fencing while working. At a heightened security posture, there may be work areas that are restricted. The COR will notify the Contractor of these restricted areas, and work may be delayed or restricted or will be performed in these areas under the direct supervision of U.S. Army Corps of Engineers personnel.
- B. Hours of Operation – Normal hours of operation are Monday through Friday from 0700 until 1600 excluding Federal holidays. The Contractor shall arrange work during these working hours unless authorized to work during other hours from the KO or COR.
 - C. Security Requirements –
 - (1) U.S. Citizens: Contractor personnel must be U. S. citizens. All Contractor personnel are required to sign in with Security to obtain and wear security identification badges. A picture ID is required. Contractor personnel shall follow all sign-in and security regulations as directed by the Security Office and the TPOC.
 - (2) No Weapons Allowed: All persons and vehicles entering a US Government facility are subject to inspection for firearms, explosives and dangerous weapons, per AR 190-22.
 - (3) Subcontractor Access/Deliveries: The Contractor shall notify the TPOC the day before or as soon as possible when subcontractors are to arrive or deliveries of equipment and supplies are to occur. This will facilitate access

on to the installation and prevent delays at the security gates.

- (4) General Protection/Security Policy and Procedures: The Contractor and all associated subcontractor employees shall comply with applicable installation, access and local security policies and procedures. Policies and procedures will be provided by the local Security Office. The Contractor workforce must comply with all personal identity verification requirements as directed by DoD, HQDA, and local policies. In addition to the changes otherwise authorized by the changes clause of this agreement, should the Force Protection Condition (FPCON) at any individual facility or installation change, the Government may require changes in contractor security matters or processes.
- (5) Access to DoD Facility: For contractors who do not require a Common Access Card (CAC), but may require access to a DoD facility or installation. The contractor will arrange visits via the COR and TPOCs. Visitor requests will be submitted by the government to allow contractor access. Contractors must disclose US citizenship status to the COR/TPOC and must bring proof of identification for security inspection upon visit. Contractor and all associated sub-contractors employees shall comply with adjudication standards and procedures using the National Crime Information Center Interstate Identification Index (NCIC-III) and Terrorist Screening Database (TSDB) (Army Directive 2014-05 / AR 190-13), applicable installation, facility and area commander installation/facility access and local security policies and procedures (provided by government representative, as NCIC and TSDB are available), or, at OCONUS locations, in accordance with status of forces agreements and other theater regulations.
- (6) iWATCH Training: The Contractor and all associated subcontractors shall brief all employees on the USACE iWATCH program. This locally developed training will be used to inform employees of the types of behavior to watch for and instruct employees to report suspicious activity to the COR. This training shall be completed within 45 calendar days of agreement award and within 45 days of new employees commencing performance on the agreement. The agreement shall provide certification of completion to the COR within 10 days of training completion. Training documents will be provided by the Security Office.
- (7) Pre-screen Candidates Using E-Verify Program: The Contractor must pre-screen Candidates using the E-verify Program (<http://www.uscis.gov/e-verify>) website to meet the established employment eligibility requirements. The Vendor must ensure that the Candidate has two valid forms of Government issued identification prior to enrollment to ensure the correct information is entered into the E-verify system. An initial list of verified/eligible Candidates must be provided to the COR no later than 3 business days after the initial agreement award." *When contracts are with individuals, the individuals will be required to complete a Form I-9, Employment Eligibility Verification, with the designated Government representative. This Form will be provided to the Contracting Officer and shall become part of the official contract file.

11. ENVIRONMENTAL REQUIREMENTS:

- A. Environmental Protection – The Contractor shall be in compliance with Federal, State, and local environmental laws, regulations, and ordinances applicable to this agreement. The Contractor is responsible for being currently informed of changes in environmental laws, regulations and ordinances. Violations or delays resulting from the Contractor's failure to comply with environmental laws, regulations, and ordinances shall not affect the approved performance schedule. Where laws, regulations, and/or regulations differ, the most stringent shall apply.
- B. Spill Containment – The Contractor shall have containment material in the immediate location of the work when performing work involving liquids. In the event of a spill, the Contractor shall contain spillage with corrective countermeasures, and once the spill is contained, notify the TPOC or COR. Spills shall be stopped from entering the environment.
- C. Material Safety Data Sheets – The Contractor shall provide Material Safety Data Sheets to the TPOC or COR for products or materials delivered to or transported onto the Campus for use in performance of this agreement. No hazardous product may be used without the prior approval of the COR. Applicable Material Safety Data Sheets shall be maintained at each site for the duration of this agreement.
- E. Labeling Hazardous Materials – The Contractor shall ensure that all hazardous materials delivered to or transported by it onto the Campus are properly labeled in accordance with Federal regulation 29CFR1910.1200.

12. Quality Control – The Contractor shall meet identified performance standards as listed in the Table below. The Government will assure compliance with the identified standards as noted in the Table.

Requirement Performance Objective	Performance Standard	Method of Surveillance	Acceptable Quality Level (AQL)	Incentives/Disincentives for Meeting or Not Meeting the Performance Standards
Licenses, Permits, Certificates	Personnel shall meet all minimum legal requirements to perform work	Verification of Documentation	100% Compliance	Withhold RFQs
Identification of Personnel	List of personnel to work on project to TPOC prior to start of work	Verification of Documentation	100% Compliance	Personnel not allowed to work on project
Personal Protective	Provide required PPE for employees	Observation of PPE	100% Compliance	Contractor not allowed to work on campus until requirement met

Equipment (PPE)				
Visitor Requests and Badging	Arrange visits via COR/TPOC	Verification of security notifications	100% Compliance	Contractor's employees not allowed access to campus
Environmental Requirements Compliance	Contractor is in compliance with applicable laws and regulations and can accommodate spill containment	Observation of Contractor's work area	100% Compliance	Contractor shall stop work until compliance is observed, and shall remediate spills at Contractor's expense
Quality of Work	Work to be performed in a neat and workman-like manner, and without defects	Daily inspections of the work	95% Compliance	Correct defects at Contractor's expense
Maintain Clean Work Space	Work areas maintained clean and free of debris and rubble on a daily basis	Daily inspections of work area	95% Compliance	Clean work area as required before resuming work
Damaged Property Repaired or replaced	Repair damage caused by Contractor or replace damaged facilities	Daily inspections of work area	95% Compliance	Repair or replace damaged facilities at Contractor's expense prior to acceptance of work
Calls completed in a timely manner in accordance with the PWS	Work completed in accordance with Call	Daily inspections of work area	95% Compliance	Correct defects at Contractor's expense

13. INSPECTION AND JOB COMPLETION -- This agreement is subject to routine Government inspections throughout the performance of contractor work and a final Government inspection upon completion of each job.

A. Inspections -- Routine inspections by the COR and/or TPOC will be performed to help ensure continuous quality assurance and more quickly identify defects. The Contractor

shall repair defects, whether identified by the Government or the Contractor as directed by the Government at the Contractor's expense.

B. Job Completion -- Upon completion of the work in each BPA Call, the Government will make a final inspection to confirm that:

- (1) Required work has been completed and complies with the PWS and applicable State and local codes and regulations.
- (2) There are no Defects, and any defects have been corrected as directed.
- (3) Work areas are neat, clean, and free of debris and rubble.
- (4) Debris and rubble have been removed from the site or disposed of in a manner compliant with the Call and applicable rules and regulations.
- (4) Badges issued to contractor employees have been returned to the Security Office.

14. BPA CALL SUBMITTALS -- This agreement requires the submittal of some items for approval by the Government before work may commence. The Government also requires submittals for information only before individual jobs are judged as complete.

Contractor shall submit the following to the TPOC/COR.

A. General Submittals for Government Approval:

- (1) Permits, Licenses, Certifications – The Contractor shall submit copies of required licenses and permits, and shall document the qualification level of employees who are to perform work on an as needed basis when requested by the Government.
- (2) Identification of Workers – The Contractor shall submit a complete list of personnel who will perform site work under this agreement, identifying each person by their full legal name. All such personnel shall be U.S. citizens, shall have a current driver's license or other state-issued photo identification. Before each individual job (BPA call), the contractor shall supply the TPOC with the names of his personnel who will work on that specific job.

B. Technical Submittals for Government Approval:

- (1) If the contractor proposes to provide an "equal" product to a product specified in the PWS, the "equal" product specifications must be submitted for approval with their RFP. Only products meeting or exceeding the specifications for the listed product can be approved for this agreement. Once an "equal" has been approved, no substitutions by the contractor will be allowed.
- (2) Product Data: Copies of written product data describing materials not provided by the Government but specifically listed in the BPA Call. No substitutions by the contractor will be allowed once materials have been approved.
- (3) Material Safety Data Sheets (MSDS): MSDS sheets for cleaners or lubrication or any other materials intended for use on this agreement. No substitutions by the contractor will be allowed once materials have been approved.

15.0 ADMINISTRATIVE DATA

Appointed Micro-Purchase Contracting Officers, in good standing, are authorized to place calls against this BPA up to Agency/Organization Program Coordinator (A/OPC) delegated single purchase authority limit, not to exceed the Micro-purchase threshold for services of \$2,500 (10 U.S.C. 2338). A cardholder cannot place a call that exceeds their delegated GPC authority/appointment. Additionally, individuals designated by the Contracting Officer with BPA Procurement Authorization may place calls against this BPA up to \$25,000.

Actions greater than the thresholds above require a complete Procurement Action Request (PAR) submitted to the Contracting Office for processing. Only a warranted Contracting Officer is authorized to initiate and complete a BPA call greater than \$25,000.

The Master BPA's will expire in five (5) years from date of award or total purchases reaching the BPA limit, whichever occurs first.

Actual purchases will be made via properly executed BPA Call. These orders will be initiated at the time the Services are needed by an authorized representative of the Contracting Office or by a warranted Micro-purchase Contracting Officer.

All BPA calls shall be supported by a delivery ticket or sales slip that must contain the following information at a minimum:

- (1) Name of supplier.
- (2) BPA number.
- (3) Date.
- (4) BPA call number and/or PR&C number.
- (5) Itemized list of supplies.
- (6) Quantity, unit price, and extension of each item; less applicable discounts (unit prices and extensions need not be shown when incompatible with the use of automated systems, provided that the invoice is itemized to show this information).
- (7) Date of delivery.

16. INVOICE INSTRUCTIONS

Invoices will be submitted and processed for each delivery of supplies.

- (1) A proper invoice must be in accordance with FAR 32.905 (b)(1).
- (2) Submit invoice via email to: CEFC.CEFC-payments@usace.army.mil
- (3) To avoid delay in payment, a copy must also be emailed to the person ordering the services.

17. INSTRUCTIONS TO OFFERORS

In order for the government to make a determination as to whether an offeror is capable of performing the services described herein, the offeror must submit the following. Proposals shall be limited to no more than 30 pages total. Text should be 12-point, Times New Roman. Pages exceeding the page limit will be removed and not evaluated.

A. RELEVANT EXPERIENCE:

Contractors are requested to submit BPAs/Contracts that are ongoing or have been completed within five (5) years from the date of this solicitation that best represent their experience similar to this requirement. This includes projects of a similar scope, size, and complexity; submittal of Licenses to perform services outlined in this PWS; Resumes and certificates of Key Personnel. Interested vendors response shall include the company Cage Code and/or DUNS number.

B. PAST PERFORMANCE:

The Offeror should provide past performance information for each project provided under relevant experience. The past performance submission should be relevant (similar services to those that are outlined herein) and recent (within the last five (5) years).

C. CERTIFICATE OF INSURANCE:

The contractor shall submit a certificate of insurance in accordance with clause 52.228-5.

D. PRICING:

Interested vendors response should include a web site, pricelist, or catalog which shows representative costs for facilities, operations services (if available). If a web site, pricelist, or catalog is not available please provide the Regular Hourly Rate of a Basic Laborer for your company. There is no requirement for a “pricing bid” associated with this action.

18. PROPOSAL SUBMITTAL:

Proposals shall be submitted via email with the subject line reading “ERDC Tree Trimming and Earthwork Services BPA” to:

Zavien.T.Beal@usace.army.mil

Only electronic submissions will be accepted. All questions concerning this solicitation must be submitted to the Government via email to: Zavien.T.Beal@usace.army.mil

The Government will accept questions up to ten (10) calendar days of the due date.

WAGE DETERMINATION NH

"REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT | EMPLOYMENT STANDARDS ADMINISTRATION
ACT

By direction of the Secretary of
Labor I

WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

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|
|
|
|

Wage Determination No.: 2015-4025

IIf the contract is entered into on or	IWith certain exceptions Executive Order	I
!after January 30 2022 or the	114026 applies to the contract.	I
!contract is renewed or extended (e.g. Ian option is exercised)	IThe contractor must pay all covered workers I	
on or after	lat least \$15.00 per hour (or the	
!January 30 2022:	applicable I lwage rate listed on this	
	wage determination! lif it is higher)	
	for all hours spent	I
	!performing on the contract in 2022.	I

If the contract is entered into on or after January 30, 2022, and the contract is not renewed, the contractor must pay all covered workers for extended on or after January 30, 2022, at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

BELKNAP COUNTY: New Hampton Sanbornton

GRAFTON COUNTY: Alexandria Ashland Bridgewater Bristol Campton
Canaan Dorchester Ellsworth Enfield Grafton Groton Hanover
Hebron Holderness Lebanon Lincoln Lyme Orange Orford Piermont
Plymouth Rumney Thornton Waterville Valley Wentworth
Woodstock

MERRIMACK COUNTY: Andover Bradford Danbury Hill New London
Newbury Sutton Warner Wilmot

SULLIVAN COUNTY: Acworth Charlestown Claremont Cornish Croydon

Listing**	**Fringe Benefits Required Follow the Occupational OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000	- Administrative Support And Clerical		16.15
	Occupations 01011 - Accounting Clerk I		18.15
	01012 - Accounting Clerk II		20.29
	01013 - Accounting Clerk		29.34
III 01020	- Administrative Assistant		

01035 - Court Reporter	19.37
01041 - Customer Service Representative I	14.85***
01042 - Customer Service Representative II	16.20
01043 - Customer Service Representative III	18.20
01051 - Data Entry Operator I	16.02
01052 - Data Entry Operator II	17.48
01060 - Dispatcher Motor Vehicle	20.75
01070 - Document Preparation Clerk	16.72
01090 - Duplicating Machine Operator	16.72
01111 - General Clerk I	16.01
01112 - General Clerk II	17.47
01113 - General Clerk III	19.62
01120 - Housing Referral Assistant	21.59
01141 - Messenger Courier	14.27***
01191 - Order Clerk I	17.18
01192 - Order Clerk II	18.75
01261 - Personnel Assistant (Employment) I	18.10
01262 - Personnel Assistant (Employment) II	20.25
01263 - Personnel Assistant (Employment) III	22.58
01270 - Production Control Clerk	26.22
01290 - Rental Clerk	17.81
01300 - Scheduler Maintenance	17.33
01311 - Secretary I	17.33
01312 - Secretary II	19.37
01313 - Secretary III	21.59
01320 - Service Order Dispatcher	18.55
01410 - Supply Technician	29.34
01420 - Survey Worker	18.36
01460 - Switchboard Operator/Receptionist	15.69
01531 - Travel Clerk I	17.88
01532 - Travel Clerk II	19.34
01533 - Travel Clerk III	20.85
01611 - Word Processor I	15.42
01612 - Word Processor II	17.33
01613 - Word Processor III	19.37
05000 Automotive Service Occupations	
-	
05005 - Automobile Body Repairer Fiberglass	21.76
05010 - Automotive Electrician	21.65
05040 - Automotive Glass Installer	20.81
05070 - Automotive Worker	20.81
05110 - Mobile Equipment Servicer	18.77
05130 - Motor Equipment Metal Mechanic	22.56
05160 - Motor Equipment Metal Worker	20.81
05190 - Motor Vehicle Mechanic	22.56
05220 - Motor Vehicle Mechanic Helper	17.53
05250 - Motor Vehicle Upholstery Worker	19.86
05280 - Motor Vehicle Wrecker	20.81
05310 - Painter Automotive	21.65
05340 - Radiator Repair Specialist	20.81
05370 - Tire Repairer	15.77
05400 - Transmission Repair Specialist	22.56
07000 Food Preparation And Service Occupations	
-	

07010 - Baker	15.11
07041 - Cook I	18.27
07042 - Cook II	20.26
07070 - Dishwasher	11.55***
07130 - Food Service Worker	14.14***
07210 - Meat Cutter	21.99
07260 - Waiter/Waitress	11.17***
09000 Furniture Maintenance And Repair Occupations	
-	
09010 - Electrostatic Spray Painter	20.46
09040 - Furniture Handler	14.33***
09080 - Furniture Refinisher	20.46
09090 - Furniture Refinisher Helper	16.56
09110 - Furniture Repairer Minor	18.77
09130 - Upholsterer	20.46
11000 General Services And Support Occupations	
-	
11030 - Cleaner Vehicles	15.88
11060 - Elevator Operator	15.40
11090 - Gardener	21.63
11122 - Housekeeping Aide	15.40
11150 - Janitor	15.40
11210 - Laborer Grounds Maintenance	17.48
11240 - Maid or Houseman	14.07***
11260 - Pruner	16.07
11270 - Tractor Operator	20.20
11330 - Trail Maintenance Worker	17.48
11360 - Window Cleaner	16.76
12000 Health Occupations	
-	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	25.28
12012 - Certified Occupational Therapist Assistant	31.59
12015 - Certified Physical Therapist Assistant	29.58
12020 - Dental Assistant	23.84
12025 - Dental Hygienist	44.14
12030 - EKG Technician	34.82
12035 - Electroneurodiagnostic Technologist	34.82
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	22.61
12072 - Licensed Practical Nurse II	25.28
12073 - Licensed Practical Nurse III	28.17
12100 - Medical Assistant	18.38
12130 - Medical Laboratory Technician	32.75
12160 - Medical Record Clerk	20.07
12190 - Medical Record Technician	22.45
12195 - Medical Transcriptionist	21.21
12210 - Nuclear Medicine Technologist	55.54
12221 - Nursing Assistant I	12.82***
12222 - Nursing Assistant II	14.41***
12223 - Nursing Assistant III	15.72
12224 - Nursing Assistant IV	17.64

12235 - Optical Dispenser	19.56
12236 - Optical Technician	22.61
12250 - Pharmacy Technician	18.25
12280 - Phlebotomist	18.40
12305 - Radiologic Technologist	31.13
12311 - Registered Nurse I	25.70
12312 - Registered Nurse II	31.44
12313 - Registered Nurse II Specialist	31.44
12314 - Registered Nurse III	38.03
12315 - Registered Nurse III Anesthetist	38.03
12316 - Registered Nurse IV	45.59
12317 - Scheduler (Drug and Alcohol Testing)	31.30
12320 - Substance Abuse Treatment Counselor	25.18
13000 Information And Arts Occupations	
-	
13011 - Exhibits Specialist I	21.34
13012 - Exhibits Specialist II	26.44
13013 - Exhibits Specialist III	32.35
13041 - Illustrator I	21.34
13042 - Illustrator II	26.44
13043 - Illustrator III	32.35
13047 - Librarian	29.28
13050 - Library Aide/Clerk	14.37***
13054 - Library Information Technology Systems	26.44
Administrator	
13058 - Library	18.36
Technician 13061 -	19.08
Media Specialist I	21.34
13062 - Media Specialist	23.79
II 13063 - Media	19.08
Specialist III 13071 -	
Photographer I	

13072 - Photographer II		21.34
13073 - Photographer III		26.44
13074 - Photographer IV		32.35
13075 - Photographer V		39.13
13090 - Technical Order Library Clerk		18.05
13110 - Video Teleconference Technician		19.08
14000 Information Technology Occupations		
-		
14041 - Computer Operator I		18.26
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.30
14045 - Computer Operator V		28.03
14071 - Computer Programmer I	1)	20.73
	(se	
e		
14072 - Computer Programmer II	1)	25.69
	(se	
e		
14073 - Computer Programmer III	1)	
	(se	
e		
14074 - Computer Programmer IV	1)	
	(se	
e		
14101 - Computer Systems Analyst I	1)	
	(se	
e		
14102 - Computer Systems Analyst II	1)	
	(se	
e		
14103 - Computer Systems Analyst III	1)	
	(se	
e		
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.33
14170 - System Support Specialist		29.17
15000 Instructional Occupations		
-		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist/ Instructor		31.98
15060 - Educational Technologist		36.92
15070 - Flight Instructor (Pilot)		45.94
15080 - Graphic Artist		25.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.57
15086 - Maintenance Test Pilot Rotary Wing		45.57
15088 - Non-Maintenance Test/Co-Pilot		45.57
15090 - Technical Instructor		27.21
15095 - Technical Instructor/Course Developer		33.28

15110 - Test Proctor	21.97
15120 - Tutor	21.97
16000 Laundry Dry-Cleaning Pressing And Related - Occupations	
16010 - Assembler	15.58
16030 - Counter Attendant	15.58
16040 - Dry Cleaner	17.80
16070 - Finisher Flatwork Machine	15.58
16090 - Presser Hand	15.58
16110 - Presser Machine Drycleaning	15.58
16130 - Presser Machine Shirts	15.58
16160 - Presser Machine Wearing Apparel Laundry	15.58
16190 - Sewing Machine Operator	18.54
16220 - Tailor	19.28
16250 - Washer Machine	16.32
19000 Machine Tool Operation And Repair Occupations -	
19010 - Machine-Tool Operator (Tool Room)	25.36
19040 - Tool And Die Maker	29.28
21000 Materials Handling And Packing Occupations -	
21020 - Forklift Operator	19.50
21030 - Material Coordinator	26.22
21040 - Material Expediter	26.22
21050 - Material Handling Laborer	15.17
21071 - Order Filler	15.08
21080 - Production Line Worker (Food Processing)	19.50
21110 - Shipping Packer	17.91
21130 - Shipping/Receiving Clerk	17.91
21140 - Store Worker I	14.88***
21150 - Stock Clerk	18.69
21210 - Tools And Parts Attendant	19.50
21410 - Warehouse Specialist	19.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.21
23019 - Aircraft Logs and Records Technician	23.12
23021 - Aircraft Mechanic I	26.26
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.17
23040 - Aircraft Mechanic Helper	20.40
23050 - Aircraft Painter	25.20
23060 - Aircraft Servicer	23.12
23070 - Aircraft Survival Flight Equipment Technician	25.20
23080 - Aircraft Worker	24.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.26
23110 - Appliance Mechanic	25.20
23120 - Bicycle Repairer	19.75
23125 - Cable Splicer	33.95
23130 - Carpenter Maintenance	22.89

23140 - Carpet Layer	24.23
23160 - Electrician Maintenance	28.87
23181 - Electronics Technician Maintenance I	24.73
23182 - Electronics Technician Maintenance II	25.85
23183 - Electronics Technician Maintenance III	27.17
23260 - Fabric Worker	23.12
23290 - Fire Alarm System Mechanic	26.80
23310 - Fire Extinguisher Repairer	21.85
23311 - Fuel Distribution System Mechanic	26.26
23312 - Fuel Distribution System Operator	21.85
23370 - General Maintenance Worker	22.42
23380 - Ground Support Equipment Mechanic	26.26
23381 - Ground Support Equipment Servicer	23.12
23382 - Ground Support Equipment Worker	24.23
23391 - Gunsmith I	21.85
23392 - Gunsmith II	24.23
23393 - Gunsmith III	26.26
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.61
23430 - Heavy Equipment Mechanic	26.11
23440 - Heavy Equipment Operator	22.62
23460 - Instrument Mechanic	26.26
23465 - Laboratory/Shelter Mechanic	25.20
23470 - Laborer	15.17
23510 - Locksmith	25.20
23530 - Machinery Maintenance Mechanic	27.90
23550 - Machinist Maintenance	23.43
23580 - Maintenance Trades Helper	17.59
23591 - Metrology Technician I	26.26
23592 - Metrology Technician II	27.21
23593 - Metrology Technician III	28.17
23640 - Millwright	27.57
23710 - Office Appliance Repairer	24.90
23760 - Painter Maintenance	20.22
23790 - Pipefitter Maintenance	26.41
23810 - Plumber Maintenance	25.34
23820 - Pneudraulic Systems Mechanic	26.26
23850 - Rigger	26.26
23870 - Scale Mechanic	24.23
23890 - Sheet-Metal Worker Maintenance	24.36
23910 - Small Engine Mechanic	22.35
23931 - Telecommunications Mechanic I	33.21
23932 - Telecommunications Mechanic II	34.42
23950 - Telephone Lineman	34.25
23960 - Welder Combination Maintenance	22.51
23965 - Well Driller	26.26
23970 - Woodcraft Worker	26.26
23980 - Woodworker	21.85
24000 Personal Needs Occupations -	
24550 - Case Manager	17.74

24570 - Child Care Attendant	13.94**
	*
24580 - Child Care Center Clerk	17.37
24610 - Chore Aide	13.89**
	*
24620 - Family Readiness And Support Services Coordinator	17.74
24630 - Homemaker	17.74
25000 Plant And System Operations Occupations	
-	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	24.42
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	20.36
25210 - Water Treatment Plant Operator	24.42
27000 Protective Service Occupations	
-	
27004 - Alarm Monitor	22.94
27007 - Baggage Inspector	15.93
27008 - Corrections Officer	19.46
27010 - Court Security Officer	19.73
27030 - Detection Dog Handler	18.26
27040 - Detention Officer	19.46
27070 - Firefighter	19.14
27101 - Guard I	15.93
27102 - Guard II	18.26
27131 - Police Officer I	25.72
27132 - Police Officer II	28.59
28000 Recreation Occupations	
-	
28041 - Carnival Equipment Operator	14.78***
28042 - Carnival Equipment Repairer	15.83
28043 - Carnival Worker	11.75***
28210 - Gate Attendant/Gate Tender	17.40
28310 - Lifeguard	12.47***
28350 - Park Attendant (Aide)	19.47
28510 - Recreation Aide/Health Facility Attendant	14.21***
28515 - Recreation Specialist	24.12
28630 - Sports Official	15.50
28690 - Swimming Pool Operator	19.40
29000 Stevedoring/Longshoremen Occupational Services	
-	
29010 - Blocker And Bracer	24.23
29020 - Hatch Tender	24.23
29030 - Line Handler	24.23
29041 - Stevedore I	23.12
29042 - Stevedore II	25.20
30000 Technical Occupations	
-	
30010 - Air Traffic Control Specialist Center (HFO) 2) (see	44.67
30011 - Air Traffic Control Specialist Station (HFO) 2) (see	30.81

30012 - Air Traffic Control Specialist Terminal (HFO) (see	2)	33.92
30021 - Archeological Technician I		18.70
30022 - Archeological Technician II		20.92
30023 - Archeological Technician III		25.92
30030 - Cartographic Technician		25.92
30040 - Civil Engineering Technician		25.92
30051 - Cryogenic Technician I		26.84
30052 - Cryogenic Technician II		29.65
30061 - Drafter/CAD Operator I		18.70
30062 - Drafter/CAD Operator II		20.92
30063 - Drafter/CAD Operator III		23.32
30064 - Drafter/CAD Operator IV		28.70
30081 - Engineering Technician I		15.59
30082 - Engineering Technician II		17.50
30083 - Engineering Technician III		21.45
30084 - Engineering Technician IV		24.25
30085 - Engineering Technician V		29.67
30086 - Engineering Technician VI		35.89
30090 - Environmental Technician		25.92
30095 - Evidence Control Specialist		24.23
30210 - Laboratory Technician		23.32
30221 - Latent Fingerprint Technician I		26.84
30222 - Latent Fingerprint Technician II		29.65
30240 - Mathematical Technician		25.92
30361 - Paralegal/Legal Assistant I		22.32
30362 - Paralegal/Legal Assistant II		27.66
30363 - Paralegal/Legal Assistant III		33.83
30364 - Paralegal/Legal Assistant IV		40.92
30375 - Petroleum Supply Specialist		29.65
30390 - Photo-Optics Technician		25.92
30395 - Radiation Control Technician		29.65
30461 - Technical Writer I		25.93
30462 - Technical Writer II		31.72
30463 - Technical Writer III		38.39
30491 - Unexploded Ordnance (UXO) Technician I		28.39
30492 - Unexploded Ordnance (UXO) Technician II		34.35
30493 - Unexploded Ordnance (UXO) Technician I		41.17
30494 - Unexploded (UXO) Safety Escort		28.39
30495 - Unexploded (UXO) Sweep		28.39

Personnel		
30501 - Weather Forecaster I		28.70
30502 - Weather Forecaster II		34.91
30620 - Weather Observer Combined Upper Air Or (see 2)		23.32
Surface Programs		
30621 - Weather Observer Senior	(see 2)	25.92
31000 Transportation/Mobile Equipment	Occupations	
- Operation		
31010 - Airplane Pilot		34.35
31020 - Bus Aide		15.68
31030 - Bus Driver		21.85
31043 - Driver Courier		14.03***
31260 - Parking and Lot Attendant		14.41***
31290 - Shuttle Bus Driver		16.03
31310 - Taxi Driver		16.35
31361 - Truckdriver Light		14.61***
31362 - Truckdriver Medium		15.55
31363 - Truckdriver Heavy		23.12
31364 - Truckdriver Tractor-Trailer		23.12
99000 Miscellaneous Occupations		
-		
99020 - Cabin Safety Specialist		16.74
99030 - Cashier		11.65***
99050 - Desk Clerk		13.73***
99095 - Embalmer		29.36
99130 - Flight Follower		28.39
99251 - Laboratory Animal Caretaker I		14.89***
99252 - Laboratory Animal Caretaker II		15.83
99260 - Marketing Analyst		30.73
99310 - Mortician		29.36
99410 - Pest Controller		22.70
99510 - Photofinishing Worker		15.43
99710 - Recycling Laborer		18.23
99711 - Recycling Specialist		21.05
99730 - Refuse Collector		16.75
99810 - Sales Clerk		13.86***
99820 - School Crossing Guard		15.94
99830 - Survey Party Chief		21.31
99831 - Surveying Aide		12.97***
99832 - Surveying Technician		19.38
99840 - Vending Machine Attendant		20.04
99841 - Vending Machine Repairer		23.80
99842 - Vending Machine Repairer Helper		20.04

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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; and 3 weeks after 10 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

"REGISTER OF WAGE DETERMINATIONS UNDER		U.S.
DEPARTMENT OF LABOR		
THE SERVICE CONTRACT ACT		EMPLOYMENT
STANDARDS ADMINISTRATION		
By direction of the Secretary of Labor		WAGE AND
WAGE AND HOUR DIVISION		
		WASHINGTON
D.C. 20210		
		Wage Determination

No.: 2015-5173

Daniel W. Simms	Division of	Revision
No.: 23		
Director	Wage Determinations	Date Of Last
Revision: 06/27/2022		

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	With certain
exceptions Executive Order	
after January 30 2022 or the	14026 applies to the
contract.	
contract is renewed or extended (e.g.	The contractor must
pay all covered workers	
an option is exercised) on or after	at least \$15.00
per hour (or the applicable	
January 30 2022:	wage rate listed on
this wage determination	
	if it is higher)
for all hours spent	
	performing on the
contract in 2022.	

If the contract is entered into on or	With certain
exceptions Executive Order	
after January 30 2022 or the	13658 applies to the
contract.	
2022 and the contract is not renewed	The contractor must
pay all covered workers	
or extended on or after January 30	at least \$11.25 per
hour (or the applicable	
2022:	wage rate listed
on this wage determination	
	if it is higher)
for all hours spent	

| performing on the
contract in 2022. |

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
<https://www.dol.gov/agencies/whd/government-contracts>.

State: Mississippi

Area: Mississippi Counties of Adams Amite Claiborne
Franklin Jefferson
Lawrence Lincoln Pike Walthall Warren Wilkinson

**Fringe Benefits Required Follow the
Occupational Listing**

OCCUPATION CODE - TITLE
FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I
14.79***
01012 - Accounting Clerk II
16.62
01013 - Accounting Clerk III
18.58
01020 - Administrative Assistant
19.90
01035 - Court Reporter
17.17
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
11.89***
01052 - Data Entry Operator II
12.97***
01060 - Dispatcher Motor Vehicle
23.14
01070 - Document Preparation Clerk
12.97***
01090 - Duplicating Machine Operator
12.97***
01111 - General Clerk I
13.05***
01112 - General Clerk II
14.24***
01113 - General Clerk III
15.98
01120 - Housing Referral Assistant
18.16
01141 - Messenger Courier
10.58***
01191 - Order Clerk I
11.89***
01192 - Order Clerk II
13.84***
01261 - Personnel Assistant (Employment) I
14.80***
01262 - Personnel Assistant (Employment) II
16.56
01263 - Personnel Assistant (Employment) III
18.47
01270 - Production Control Clerk
21.92
01290 - Rental Clerk
14.52***
01300 - Scheduler Maintenance
14.57***
01311 - Secretary I
14.57***
01312 - Secretary II
16.29
01313 - Secretary III
18.16
01320 - Service Order Dispatcher
20.45

01410 - Supply Technician
19.90
01420 - Survey Worker
12.43***
01460 - Switchboard Operator/Receptionist
13.16***
01531 - Travel Clerk I
12.84***
01532 - Travel Clerk II
13.59***
01533 - Travel Clerk III
14.23***
01611 - Word Processor I
12.97***
01612 - Word Processor II
14.57***
01613 - Word Processor III
16.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass
18.56
05010 - Automotive Electrician
17.13
05040 - Automotive Glass Installer
16.21
05070 - Automotive Worker
16.21
05110 - Mobile Equipment Servicer
14.24***
05130 - Motor Equipment Metal Mechanic
18.03
05160 - Motor Equipment Metal Worker
16.21
05190 - Motor Vehicle Mechanic
17.61
05220 - Motor Vehicle Mechanic Helper
13.16***
05250 - Motor Vehicle Upholstery Worker
15.14
05280 - Motor Vehicle Wrecker
16.21
05310 - Painter Automotive
17.13

05340 - Radiator Repair Specialist
16.21
05370 - Tire Repairer
13.42***
05400 - Transmission Repair Specialist
18.03
07000 - Food Preparation And Service Occupations
07010 - Baker
12.31***
07041 - Cook I
9.83***
07042 - Cook II
11.57***
07070 - Dishwasher
8.98***
07130 - Food Service Worker
9.07***
07210 - Meat Cutter
13.64***
07260 - Waiter/Waitress
8.98***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
19.96
09040 - Furniture Handler
11.67***
09080 - Furniture Refinisher
19.96
09090 - Furniture Refinisher Helper
14.52***
09110 - Furniture Repairer Minor
17.36
09130 - Upholsterer
19.96
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles
11.11***
11060 - Elevator Operator
11.11***
11090 - Gardener
16.44
11122 - Housekeeping Aide
10.51***

11150 - Janitor
10.51***
11210 - Laborer Grounds Maintenance
11.86***
11240 - Maid or Houseman
9.26***
11260 - Pruner
10.43***
11270 - Tractor Operator
14.88***
11330 - Trail Maintenance Worker
11.86***
11360 - Window Cleaner
11.94***
12000 - Health Occupations
12010 - Ambulance Driver
18.11
12011 - Breath Alcohol Technician
18.47
12012 - Certified Occupational Therapist Assistant
29.73
12015 - Certified Physical Therapist Assistant
28.59
12020 - Dental Assistant
16.09
12025 - Dental Hygienist
30.04
12030 - EKG Technician
27.99
12035 - Electroneurodiagnostic Technologist
27.99
12040 - Emergency Medical Technician
18.11
12071 - Licensed Practical Nurse I
16.50
12072 - Licensed Practical Nurse II
18.47
12073 - Licensed Practical Nurse III
20.59
12100 - Medical Assistant
14.07***
12130 - Medical Laboratory Technician
22.61

12160 - Medical Record Clerk
15.35
12190 - Medical Record Technician
17.16
12195 - Medical Transcriptionist
16.50
12210 - Nuclear Medicine Technologist
40.58
12221 - Nursing Assistant I
11.15***
12222 - Nursing Assistant II
12.53***
12223 - Nursing Assistant III
13.68***
12224 - Nursing Assistant IV
15.35
12235 - Optical Dispenser
18.47
12236 - Optical Technician
16.67
12250 - Pharmacy Technician
16.56
12280 - Phlebotomist
15.66
12305 - Radiologic Technologist
22.57
12311 - Registered Nurse I
23.60
12312 - Registered Nurse II
28.87
12313 - Registered Nurse II Specialist
28.87
12314 - Registered Nurse III
34.92
12315 - Registered Nurse III Anesthetist
34.92
12316 - Registered Nurse IV
41.87
12317 - Scheduler (Drug and Alcohol Testing)
22.44
12320 - Substance Abuse Treatment Counselor
14.78***
13000 - Information And Arts Occupations

13011 - Exhibits Specialist I
18.19
13012 - Exhibits Specialist II
22.54
13013 - Exhibits Specialist III
27.57
13041 - Illustrator I
18.19
13042 - Illustrator II
22.54
13043 - Illustrator III
27.57
13047 - Librarian
24.96
13050 - Library Aide/Clerk
13.15***
13054 - Library Information Technology Systems
22.54
Administrator
13058 - Library Technician
15.20
13061 - Media Specialist I
16.27
13062 - Media Specialist II
18.19
13063 - Media Specialist III
20.28
13071 - Photographer I
16.27
13072 - Photographer II
18.19
13073 - Photographer III
22.54
13074 - Photographer IV
27.57
13075 - Photographer V
33.36
13090 - Technical Order Library Clerk
16.52
13110 - Video Teleconference Technician
16.44
14000 - Information Technology Occupations
14041 - Computer Operator I
18.24

14042 - Computer Operator II
20.41
14043 - Computer Operator III
23.25
14044 - Computer Operator IV
29.71
14045 - Computer Operator V
29.92
14071 - Computer Programmer I
(see 1) 20.08
14072 - Computer Programmer II
(see 1) 24.87
14073 - Computer Programmer III
(see 1)
14074 - Computer Programmer IV
(see 1)
14101 - Computer Systems Analyst I
(see 1)
14102 - Computer Systems Analyst II
(see 1)
14103 - Computer Systems Analyst III
(see 1)
14150 - Peripheral Equipment Operator
18.24
14160 - Personal Computer Support Technician
29.71
14170 - System Support Specialist
24.31
15000 - Instructional Occupations
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
29.04
15070 - Flight Instructor (Pilot)
44.64
15080 - Graphic Artist
31.81

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
 25.99
 15095 - Technical Instructor/Course Developer
 31.81
 15110 - Test Proctor
 21.00
 15120 - Tutor
 21.00
 16000 - Laundry Dry-Cleaning Pressing And Related
 Occupations
 16010 - Assembler
 9.44***
 16030 - Counter Attendant
 9.44***
 16040 - Dry Cleaner
 11.01***
 16070 - Finisher Flatwork Machine
 9.44***
 16090 - Presser Hand
 9.44***
 16110 - Presser Machine Drycleaning
 9.44***
 16130 - Presser Machine Shirts
 9.44***
 16160 - Presser Machine Wearing Apparel Laundry
 9.44***
 16190 - Sewing Machine Operator
 11.57***
 16220 - Tailor
 12.09***
 16250 - Washer Machine
 9.95***
 19000 - Machine Tool Operation And Repair Occupations
 19010 - Machine-Tool Operator (Tool Room)
 21.00
 19040 - Tool And Die Maker
 25.84
 21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator
17.44
21030 - Material Coordinator
21.92
21040 - Material Expediter
21.92
21050 - Material Handling Laborer
13.74***
21071 - Order Filler
12.40***
21080 - Production Line Worker (Food Processing)
17.44
21110 - Shipping Packer
15.11
21130 - Shipping/Receiving Clerk
15.11
21140 - Store Worker I
10.93***
21150 - Stock Clerk
16.16
21210 - Tools And Parts Attendant
17.44
21410 - Warehouse Specialist
17.44
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
23.63
23019 - Aircraft Logs and Records Technician
18.26
23021 - Aircraft Mechanic I
22.40
23022 - Aircraft Mechanic II
23.63
23023 - Aircraft Mechanic III
24.74
23040 - Aircraft Mechanic Helper
15.27
23050 - Aircraft Painter
21.00
23060 - Aircraft Servicer
18.26
23070 - Aircraft Survival Flight Equipment Technician
21.00

23080 - Aircraft Worker
19.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
19.72
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
22.40
II
23110 - Appliance Mechanic
21.00
23120 - Bicycle Repairer
16.78
23125 - Cable Splicer
33.56
23130 - Carpenter Maintenance
20.90
23140 - Carpet Layer
19.72
23160 - Electrician Maintenance
25.59
23181 - Electronics Technician Maintenance I
20.46
23182 - Electronics Technician Maintenance II
21.52
23183 - Electronics Technician Maintenance III
22.69
23260 - Fabric Worker
18.26
23290 - Fire Alarm System Mechanic
22.40
23310 - Fire Extinguisher Repairer
16.78
23311 - Fuel Distribution System Mechanic
22.09
23312 - Fuel Distribution System Operator
16.78
23370 - General Maintenance Worker
16.27
23380 - Ground Support Equipment Mechanic
22.40
23381 - Ground Support Equipment Servicer
18.26
23382 - Ground Support Equipment Worker
19.72

23391 - Gunsmith I
16.78
23392 - Gunsmith II
19.72
23393 - Gunsmith III
22.40
23410 - Heating Ventilation And Air-Conditioning
17.93
Mechanic
23411 - Heating Ventilation And Air Contidioning
18.90
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
23.61
23440 - Heavy Equipment Operator
18.58
23460 - Instrument Mechanic
22.40
23465 - Laboratory/Shelter Mechanic
21.00
23470 - Laborer
13.74***
23510 - Locksmith
21.00
23530 - Machinery Maintenance Mechanic
23.45
23550 - Machinist Maintenance
21.35
23580 - Maintenance Trades Helper
11.84***
23591 - Metrology Technician I
22.40
23592 - Metrology Technician II
23.63
23593 - Metrology Technician III
24.74
23640 - Millwright
23.63
23710 - Office Appliance Repairer
21.00
23760 - Painter Maintenance
16.87
23790 - Pipefitter Maintenance
23.42

23810 - Plumber Maintenance
21.95
23820 - Pneudraulic Systems Mechanic
22.40
23850 - Rigger
22.40
23870 - Scale Mechanic
19.72
23890 - Sheet-Metal Worker Maintenance
22.40
23910 - Small Engine Mechanic
19.72
23931 - Telecommunications Mechanic I
34.30
23932 - Telecommunications Mechanic II
36.18
23950 - Telephone Lineman
22.40
23960 - Welder Combination Maintenance
21.96
23965 - Well Driller
22.40
23970 - Woodcraft Worker
22.40
23980 - Woodworker
16.78
24000 - Personal Needs Occupations
24550 - Case Manager
13.83***
24570 - Child Care Attendant
9.06***
24580 - Child Care Center Clerk
11.29***
24610 - Chore Aide
10.62***
24620 - Family Readiness And Support Services
13.83***
Coordinator
24630 - Homemaker
13.83***
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
22.94

25040 - Sewage Plant Operator
17.66
25070 - Stationary Engineer
22.94
25190 - Ventilation Equipment Tender
15.63
25210 - Water Treatment Plant Operator
17.66
27000 - Protective Service Occupations
27004 - Alarm Monitor
13.84***
27007 - Baggage Inspector
12.09***
27008 - Corrections Officer
13.86***
27010 - Court Security Officer
15.34
27030 - Detection Dog Handler
13.68***
27040 - Detention Officer
13.86***
27070 - Firefighter
16.94
27101 - Guard I
12.09***
27102 - Guard II
13.68***
27131 - Police Officer I
17.84
27132 - Police Officer II
19.83
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
19.45
28042 - Carnival Equipment Repairer
21.31
28043 - Carnival Worker
13.78***
28210 - Gate Attendant/Gate Tender
14.00***
28310 - Lifeguard
12.11***
28350 - Park Attendant (Aide)
15.66

28510 - Recreation Aide/Health Facility Attendant
11.43***
28515 - Recreation Specialist
18.23
28630 - Sports Official
12.47***
28690 - Swimming Pool Operator
25.65
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
22.45
29020 - Hatch Tender
22.45
29030 - Line Handler
22.45
29041 - Stevedore I
20.76
29042 - Stevedore II
23.86
30000 - Technical Occupations
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
20.89
30022 - Archeological Technician II
23.38
30023 - Archeological Technician III
28.96
30030 - Cartographic Technician
28.96
30040 - Civil Engineering Technician
18.16
30051 - Cryogenic Technician I
32.07
30052 - Cryogenic Technician II
35.43
30061 - Drafter/CAD Operator I
20.89
30062 - Drafter/CAD Operator II
23.38

30063 - Drafter/CAD Operator III
26.06
30064 - Drafter/CAD Operator IV
32.07
30081 - Engineering Technician I
18.61
30082 - Engineering Technician II
20.89
30083 - Engineering Technician III
23.38
30084 - Engineering Technician IV
28.96
30085 - Engineering Technician V
35.43
30086 - Engineering Technician VI
42.86
30090 - Environmental Technician
28.96
30095 - Evidence Control Specialist
28.96
30210 - Laboratory Technician
26.62
30221 - Latent Fingerprint Technician I
32.07
30222 - Latent Fingerprint Technician II
35.43
30240 - Mathematical Technician
28.96
30361 - Paralegal/Legal Assistant I
19.84
30362 - Paralegal/Legal Assistant II
24.58
30363 - Paralegal/Legal Assistant III
30.07
30364 - Paralegal/Legal Assistant IV
36.38
30375 - Petroleum Supply Specialist
35.43
30390 - Photo-Optics Technician
28.96
30395 - Radiation Control Technician
35.43
30461 - Technical Writer I
28.96

30462 - Technical Writer II
35.43
30463 - Technical Writer III
42.86
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
32.07
30502 - Weather Forecaster II
39.02
30620 - Weather Observer Combined Upper Air Or
(see 2) 26.06
Surface Programs
30621 - Weather Observer Senior
(see 2) 28.96
31000 - Transportation/Mobile Equipment Operation
Occupations
31010 - Airplane Pilot
31.73
31020 - Bus Aide
11.89***
31030 - Bus Driver
17.68
31043 - Driver Courier
13.86***
31260 - Parking and Lot Attendant
11.38***
31290 - Shuttle Bus Driver
13.84***
31310 - Taxi Driver
11.98***
31361 - Truckdriver Light
15.22
31362 - Truckdriver Medium
16.63

31363 - Truckdriver Heavy
22.11
31364 - Truckdriver Tractor-Trailer
22.11
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
15.47
99030 - Cashier
9.18***
99050 - Desk Clerk
9.97***
99095 - Embalmer
26.22
99130 - Flight Follower
26.22
99251 - Laboratory Animal Caretaker I
17.01
99252 - Laboratory Animal Caretaker II
18.68
99260 - Marketing Analyst
26.17
99310 - Mortician
26.22
99410 - Pest Controller
18.63
99510 - Photofinishing Worker
13.78***
99710 - Recycling Laborer
15.80
99711 - Recycling Specialist
19.64
99730 - Refuse Collector
13.89***
99810 - Sales Clerk
11.98***
99820 - School Crossing Guard
12.69***
99830 - Survey Party Chief
22.37
99831 - Surveying Aide
16.27
99832 - Surveying Technician
20.33

99840 - Vending Machine Attendant
13.54***
99841 - Vending Machine Repairer
16.62
99842 - Vending Machine Repairer Helper
13.54***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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 II

"REGISTER OF WAGE DETERMINATIONS UNDER I U.S. DEPARTMENT
OF LABOR THE SERVICE CONTRACT ACT I EMPLOYMENT
STANDARDS ADMINISTRATION

By direction of the Secretary of
Labor I

WAGE AND HOUR
DIVISION WASHINGTON
D.C. 20210

I
I
I
I
I

I Wage Determination No.: 2015-5015

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. January 30 2022: If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed The contractor must pay all covered workers for extended on or after January 30 at least \$11.25 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 2022.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. January 30 2022: If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed The contractor must pay all covered workers for extended on or after January 30 at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Illinois

Area: Illinois Counties of Champaign Ford Piatt

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.92
01012 - Accounting Clerk II		18.99
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		30.27
01035 - Court Reporter		18.46

01120 - Housing Referral Assistant		20.58
01141 - Messenger Courier		14.06***
01191 - Order Clerk I		16.87
01192 - Order Clerk II		18.41
01261 - Personnel Assistant	I	16.47
(Employment)		
01262 - Personnel Assistant	II	18.42
(Employment)		
01263 - Personnel Assistant	III	20.54
(Employment)		
01270 - Production Control Clerk		29.98
01290 - Rental Clerk		12.86***
01300 - Scheduler Maintenance		16.51
01311 - Secretary I		16.51
01312 - Secretary II		18.46
01313 - Secretary III		20.58
01320 - Service Order Dispatcher		19.38
01410 - Supply Technician		30.27
01420 - Survey Worker		17.63
01460 - Switchboard Operator/Receptionist		14.01***
01531 - Travel Clerk I		15.05
01532 - Travel Clerk II		16.26
01533 - Travel Clerk III		17.60
01611 - Word Processor I		14.70***
01612 - Word Processor II		16.51
01613 - Word Processor III		18.46
05000 Automotive Service Occupations		
-		
05005 - Automobile Body Repairer Fiberglass		23.00
05010 - Automotive Electrician		20.81
05040 - Automotive Glass Installer		19.69
05070 - Automotive Worker		19.69
05110 - Mobile Equipment Servicer		17.59
05130 - Motor Equipment Metal Mechanic		21.94
05160 - Motor Equipment Metal Worker		19.69
05190 - Motor Vehicle Mechanic		21.94
05220 - Motor Vehicle Mechanic Helper		16.51
05250 - Motor Vehicle Upholstery Worker		18.98
05280 - Motor Vehicle Wrecker		19.69
05310 - Painter Automotive		20.81
05340 - Radiator Repair Specialist		19.69
05370 - Tire Repairer		14.05***
05400 - Transmission Repair Specialist		21.94
07000 Food Preparation And Service Occupations		
- - Baker		
07010		14.26**
*		
07041 - Cook I		15.23
07042 - Cook II		17.46
07070 - Dishwasher		10.79***
07130 - Food Service Worker		12.78***
07210 - Meat Cutter		14.73***
07260 - Waiter/Waitress		10.76***

09000 Furniture Maintenance And Repair Occupations	19.15
- - Electrostatic Spray Painter	
09010	
09040 - Furniture Handler	13.79***
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	15.17
09110 - Furniture Repairer Minor	17.03
09130 - Upholsterer	19.15
11000 General Services And Support Occupations	
-	
11030 - Cleaner Vehicles	12.96***
11060 - Elevator Operator	14.05***
11090 - Gardener	20.31
11122 - Housekeeping Aide	14.05***
11150 - Janitor	14.05***
11210 - Laborer Grounds Maintenance	16.34
11240 - Maid or Houseman	12.94***
11260 - Pruner	15.03
11270 - Tractor Operator	18.97
11330 - Trail Maintenance Worker	16.34
11360 - Window Cleaner	15.27
12000 Health Occupations	
-	
12010 - Ambulance Driver	17.40
1201 - Breath Alcohol Technician	21.42
1 Certified Occupational Therapist Assistant	31.17
1201 Certified Physical Therapist Assistant	30.49
2	
1201	
5	
12020 - Dental Assistant	19.35
12025 Dental Hygienist	30.77
12030 - EKG Technician	31.29
12035 - Electroneurodiagnostic Technologist	31.29
12040 - Emergency Medical Technician	17.40
12071 - Licensed Practical Nurse I	19.15
12072 - Licensed Practical Nurse II	21.42
12073 - Licensed Practical Nurse III	23.87
12100 - Medical Assistant	17.62
12130 - Medical Laboratory Technician	27.76
12160 - Medical Record Clerk	19.40
12190 - Medical Record Technician	21.80
12195 - Medical Transcriptionist	19.15
12210 - Nuclear Medicine Technologist	47.06
12221 - Nursing Assistant I	11.87***
12222 - Nursing Assistant II	13.34***
12223 - Nursing Assistant III	14.56***
12224 - Nursing Assistant IV	16.35
12235 - Optical Dispenser	18.98
12236 - Optical Technician	19.15
12250 - Pharmacy Technician	16.93

12280 - Phlebotomist		16.03
12305 - Radiologic Technologist		29.34
12311 - Registered Nurse I		24.36
12312 - Registered Nurse II		29.80
12313 - Registered Nurse II Specialist		29.80
12314 - Registered Nurse III		36.06
12315 - Registered Nurse III Anesthetist		36.06
12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		26.53
12320 - Substance Abuse Treatment Counselor		26.71
13000 Information And Arts Occupations		
-		
13011 - Exhibits Specialist I		21.87
13012 - Exhibits Specialist II		27.10
13013 - Exhibits Specialist III		33.15
13041 - Illustrator I		21.87
13042 - Illustrator II		27.10
13043 - Illustrator III		33.15
13047 - Librarian		30.01
13050 - Library Aide/Clerk		12.84***
13054 - Library Information Technology Systems Administrator		27.10
13058 - Library Technician		23.56
13061 - Media Specialist I		19.55
13062 - Media Specialist II		21.87
13063 - Media Specialist III		24.38
13071 - Photographer I		19.55
13072 - Photographer II		21.87
13073 - Photographer III		27.10
13074 - Photographer IV		33.15
13075 - Photographer V		40.10
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		19.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.54
14042 - Computer Operator II		21.86
14043 - Computer Operator III		24.38
14044 - Computer Operator IV		27.09
14045 - Computer Operator V		30.00
14071 - Computer Programmer I	(see 1)	21.34
14072 - Computer Programmer II	(see 1)	26.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

Analyst		
14103 - Computer Systems	III	(see 1)
Analyst		
14150 - Peripheral Equipment Operator		19.54
14160 - Personal Computer Support Technician		27.09
14170 - System Support Specialist		30.08
15000 Instructional Occupations		
-		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.54
15020 - Aircrew Training Devices Instructor (Rated)		36.94
15030 - Air Crew Training Devices Instructor (Pilot)		44.29
15050 - Computer Based Training Specialist/ Instructor		30.54
15060 - Educational Technologist		28.20
15070 - Flight Instructor (Pilot)		44.29
15080 - Graphic Artist		23.78
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.29
15086 - Maintenance Test Pilot Rotary Wing		44.29
15088 - Non-Maintenance Test/Co-Pilot		44.29
15090 - Technical Instructor		25.86
15095 - Technical Instructor/Course Developer		32.30
15110 - Test Proctor		20.00
15120 - Tutor		20.00
16000 Laundry Dry-Cleaning Pressing And Related		
- Occupations		
16010 - Assembler		16.41
16030 - Counter Attendant		16.41
16040 - Dry Cleaner		18.75
16070 - Finisher Flatwork Machine		16.41
16090 - Presser Hand		16.41
16110 - Presser Machine Drycleaning		16.41
16130 - Presser Machine Shirts		16.41
16160 - Presser Machine Wearing	Laundry	16.41
Apparel		
16190 - Sewing Machine Operator		19.53
16220 - Tailor		20.31
16250 - Washer Machine		17.19
19000 Machine Tool Operation And	Occupation	
- Repair	s	
19010 - Machine-Tool Operator (Tool		24.49
Room) 19040 - Tool And Die Maker		28.90
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.16
21030 - Material Coordinator		29.98
21040 - Material Expediter		29.98
21050 - Material Handling Laborer		14.90***
21071 - Order Filler		13.54***
21080 - Production Line Worker (Food Processing)		18.16
21110 - Shipping Packer		17.38
21130 - Shipping/Receiving Clerk		17.38
21140 - Store Worker I		14.46***
21150 - Stock Clerk		18.66
21210 - Tools And Parts Attendant		18.16
21410 - Warehouse Specialist		18.16
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.02
23019 - Aircraft Logs and Records Technician		25.50
23021 - Aircraft Mechanic I		30.45

I		
2309	- Aircrew Life Equipment (ALSE) Mechanic	30.45
2	Support	
II		
2311	- Appliance Mechanic	31.16
0		
2312	- Bicycle Repairer	23.69
0		
2312	- Cable Splicer	36.26
5		
2313	- Carpenter	32.40
0	Maintenance	
2314	- Carpet Layer	25.07
0		
2316	- Electrician Maintenance	38.93
0		
2318	- Electronics Technician Maintenance I	29.47
1		
2318	- Electronics Technician Maintenance II	31.16
2		
2318	- Electronics Technician Maintenance III	32.96
3		
2326	- Fabric Worker	27.61
0		
2329	- Fire Alarm System Mechanic	32.96
0		
2331	- Fire Extinguisher Repairer	25.71
0		
2331	- Fuel Distribution System Mechanic	32.23
1		
2331	- Fuel Distribution System Operator	25.05
2		
2337	- General Maintenance Worker	23.08
0		
2338	- Ground Support Equipment Mechanic	30.45
0		
2338	- Ground Support Equipment Servicer	25.50
1		
2338	- Ground Support Equipment Worker	27.23
2		
2339	- Gunsmith I	25.71
1		
2339	- Gunsmith II	29.47
2		
2339	- Gunsmith III	32.96
3		
2341	- Heating Ventilation And Air-Conditioning	27.00
0		
Mechanic		M
23411	- Heating Ventilation And Air	e
Contidioning Mechanic (Research Facility)		c
23430	- Heavy Equipment	h

anic 23440 - Heavy Equipment	
Operator 23460 - Instrument	28.39
Mechanic	
23465 - Laboratory/Shelter Mechanic	32.96
23470 - Laborer	46.05
23510 - Locksmith	32.96
23530 - Machinery Maintenance	31.16
Mechanic 23550 - Machinist	14.90***
Maintenance	30.36
23580 - Maintenance Trades	26.97
Helper 23591 - Metrology	23.18
Technician I 23592 -	20.61
Metrology Technician II 23593	32.96
- Metrology Technician III	34.66
23640 - Millwright	36.35
23710 - Office Appliance	32.96
Repairer 23760 - Painter	31.16
Maintenance 23790 -	32.30
Pipefitter Maintenance 23810	45.87
- Plumber Maintenance	43.21
23820 - Pneudraulic Systems Mechanic	32.96
23850 - Rigger	32.96
23870 - Scale Mechanic	29.47
23890 - Sheet-Metal Worker	38.67
Maintenance 23910 - Small Engine	29.47
Mechanic	30.53
23931 - Telecommunications Mechanic	32.10
I 23932 - Telecommunications Mechanic	33.80
II 23950 - Telephone Lineman	18.63
23960 - Welder Combination	32.96
Maintenance 23965 - Well Driller	32.96
23970 - Woodcraft Worker	25.71
23980 - Woodworker	19.10
24000 - Personal Needs	12.31***
Occupations 24550 - Case	15.34
Manager	13.37***
24570 - Child Care Attendant	19.10
24580 - Child Care Center	
Clerk 24610 - Chore Aide	19.10
24620 - Family Readiness And Support	
Services Coordinator	
24630 - Homemaker	

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.96
25040 - Sewage Plant Operator	28.37
25070 - Stationary Engineer	32.96
25190 - Ventilation Equipment Tender	24.02
25210 - Water Treatment Plant Operator	28.37
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.19
27007 - Baggage Inspector	16.46
27008 - Corrections Officer	28.96
27010 - Court Security Officer	30.35
27030 - Detection Dog Handler	18.41
27040 - Detention Officer	28.96
27070 - Firefighter	30.35
27101 - Guard I	16.46
27102 - Guard II	18.41
27131 - Police Officer I	31.56
27132 - Police Officer II	35.07
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14***
28042 - Carnival Equipment Repairer	15.14
28043 - Carnival Worker	12.39***
28210 - Gate Attendant/Gate Tender	16.18
28310 - Lifeguard	14.41***
28350 - Park Attendant (Aide)	18.10
28510 - Recreation Aide/Health Facility Attendant	13.20***
28515 - Recreation Specialist	22.42
28630 - Sports Official	14.41***
28690 - Swimming Pool Operator	23.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.47
29020 - Hatch Tender	29.47
29030 - Line Handler	29.47
29041 - Stevedore I	27.61
29042 - Stevedore II	31.16
30000 - Technical Occupations	
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	18.68
30022 - Archeological Technician II	20.90
30023 - Archeological Technician III	25.90
30030 - Cartographic Technician	25.90
30040 - Civil Engineering Technician	31.30
30051 - Cryogenic Technician I	28.68
30052 - Cryogenic Technician II	31.68
30061 - Drafter/CAD Operator I	18.68
30062 - Drafter/CAD Operator II	20.90
30063 - Drafter/CAD Operator III	23.30
30064 - Drafter/CAD Operator IV	28.68
30081 - Engineering Technician I	15.80
30082 - Engineering Technician II	17.75
30083 - Engineering Technician III	19.85
30084 - Engineering Technician IV	24.59
30085 - Engineering Technician V	30.08
30086 - Engineering Technician VI	36.06
30090 - Environmental Technician	24.74
30095 - Evidence Control Specialist	25.90
30210 - Laboratory Technician	24.31
30221 - Latent Fingerprint Technician I	28.68
30222 - Latent Fingerprint Technician II	31.68
30240 - Mathematical Technician	27.21
30361 - Paralegal/Legal Assistant I	19.41
30362 - Paralegal/Legal Assistant II	24.05
30363 - Paralegal/Legal Assistant III	29.42

30364 - Paralegal/Legal Assistant IV		35.60
30375 - Petroleum Supply Specialist		31.68
30390 - Photo-Optics Technician		25.90
30395 - Radiation Control Technician		31.68
30461 - Technical Writer I		24.74
30462 - Technical Writer II		30.26
30463 - Technical Writer III		36.61
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		28.68
30502 - Weather Forecaster II		34.88
30620 - Weather Observer Combined Upper Air	(see 2)	23.30
Or		
Surface Programs		
30621 - Weather Observer Senior	(see 2)	25.90
31000 Transportation/Mobile	Operatio Occupations	
- Equipment	n	
31010 - Airplane Pilot		31.73
31020 - Bus Aide		17.56
31030 - Bus Driver		23.42
31043 - Driver Courier		18.52
31260 - Parking and Lot Attendant		14.59***
31290 - Shuttle Bus Driver		18.03
31310 - Taxi Driver		14.73***
31361 - Light Truckdriver		19.83
31362 - Medium Truckdriver		21.29
31363 - Heavy Truckdriver		22.47
31364 - Tractor-Trailer Truckdriver		22.47
99000 Miscellaneous Occupations		
-		
99020 - Cabin Safety Specialist		15.47
99030 - Cashier		11.44***
99050 - Desk Clerk		12.64***
99095 - Embalmer		26.66
99130 - Flight Follower		26.22
99251 - Laboratory Animal Caretaker	I	14.94***
99252 - Laboratory Animal Caretaker	I I	15.99
99260 - Marketing Analyst		26.97
99310 - Mortician		26.66
99410 - Pest Controller		23.02
99510 - Photofinishing Worker		13.78***
99710 - Recycling Laborer		18.52

99711 - Recycling Specialist	21.51
99730 - Refuse Collector	17.04
99810 - Sales Clerk	13.27***
99820 - School Crossing Guard	15.87
99830 - Survey Party Chief	23.25
99831 - Surveying Aide	15.22
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	18.50
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer Helper	18.50

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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 VA

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

Wage Determination No.: 2015-4281
Daniel W. Simms Division of | Revision No.: 24
Director Wage Determinations | Date Of Last Revision: 06/27/2022

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:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
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If the contract is entered into on or after January 30 2022 or the contract is not renewed in 2022 and the contract is not renewed	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers
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or extended on or after January 30 | at least \$11.25 per hour (or the applicable |
 2022: | wage rate listed on this wage determination |
 | | if it is higher) for all hours spent |
 | | performing on the contract in 2022. |

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 <https://www.dol.gov/agencies/whd/government-contracts>.

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****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	19.39	
01012 - Accounting Clerk II	21.79	
01013 - Accounting Clerk III	24.36	
01020 - Administrative Assistant	37.47	
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	16.64	
01052 - Data Entry Operator II	18.16	
01060 - Dispatcher Motor Vehicle	23.00	
01070 - Document Preparation Clerk	18.23	
01090 - Duplicating Machine Operator	18.23	
01111 - General Clerk I	17.51	
01112 - General Clerk II	19.12	
01113 - General Clerk III	21.47	
01120 - Housing Referral Assistant	25.33	
01141 - Messenger Courier	19.79	
01191 - Order Clerk I	16.71	
01192 - Order Clerk II	18.23	
01261 - Personnel Assistant (Employment) I	19.76	
01262 - Personnel Assistant (Employment) II	22.10	
01263 - Personnel Assistant (Employment) III	24.63	
01270 - Production Control Clerk	26.81	
01290 - Rental Clerk	18.17	
01300 - Scheduler Maintenance	20.31	
01311 - Secretary I	20.31	
01312 - Secretary II	22.72	
01313 - Secretary III	25.33	
01320 - Service Order Dispatcher	20.56	
01410 - Supply Technician	37.47	
01420 - Survey Worker	21.30	

01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	19.03
01532 - Travel Clerk II	20.71
01533 - Travel Clerk III	22.45
01611 - Word Processor I	18.62
01612 - Word Processor II	20.92
01613 - Word Processor III	23.39
05000 - Automotive Service Occupations	
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	15.88
05400 - Transmission Repair Specialist	27.74
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.31
07041 - Cook I	17.78
07042 - Cook II	20.67
07070 - Dishwasher	14.59***
07130 - Food Service Worker	14.77***
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	14.12***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.06
09040 - Furniture Handler	14.06***
09080 - Furniture Refinisher	22.12
09090 - Furniture Refinisher Helper	16.39
09110 - Furniture Repairer Minor	19.45
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.32***
11060 - Elevator Operator	15.64
11090 - Gardener	23.36
11122 - Housekeeping Aide	15.64
11150 - Janitor	15.64
11210 - Laborer Grounds Maintenance	17.44
11240 - Maid or Houseman	14.58***
11260 - Pruner	16.35
11270 - Tractor Operator	21.37
11330 - Trail Maintenance Worker	17.44
11360 - Window Cleaner	16.64
12000 - Health Occupations	
12010 - Ambulance Driver	23.71
12011 - Breath Alcohol Technician	25.31
12012 - Certified Occupational Therapist Assistant	35.59
12015 - Certified Physical Therapist Assistant	30.02

12020 - Dental Assistant	23.78	
12025 - Dental Hygienist	50.57	
12030 - EKG Technician	37.13	
12035 - Electroneurodiagnostic Technologist	37.13	
12040 - Emergency Medical Technician	23.71	
12071 - Licensed Practical Nurse I	22.63	
12072 - Licensed Practical Nurse II	25.31	
12073 - Licensed Practical Nurse III	28.22	
12100 - Medical Assistant	18.95	
12130 - Medical Laboratory Technician	28.82	
12160 - Medical Record Clerk	22.95	
12190 - Medical Record Technician	27.06	
12195 - Medical Transcriptionist	20.72	
12210 - Nuclear Medicine Technologist	43.13	
12221 - Nursing Assistant I	13.87***	
12222 - Nursing Assistant II	15.59	
12223 - Nursing Assistant III	17.01	
12224 - Nursing Assistant IV	19.11	
12235 - Optical Dispenser	25.02	
12236 - Optical Technician	21.36	
12250 - Pharmacy Technician	18.40	
12280 - Phlebotomist	21.37	
12305 - Radiologic Technologist	37.13	
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)	31.36	
12320 - Substance Abuse Treatment Counselor	28.68	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	24.30	
13012 - Exhibits Specialist II	30.10	
13013 - Exhibits Specialist III	36.82	
13041 - Illustrator I	22.26	
13042 - Illustrator II	27.57	
13043 - Illustrator III	33.73	
13047 - Librarian	42.46	
13050 - Library Aide/Clerk	17.98	
13054 - Library Information Technology Systems Administrator	38.33	
13058 - Library Technician	23.37	
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	22.57	
13110 - Video Teleconference Technician	30.04	
14000 - Information Technology Occupations		
14041 - Computer Operator I	22.89	

14042 - Computer Operator II	25.63
14043 - Computer Operator III	28.56
14044 - Computer Operator IV	31.72
14045 - Computer Operator V	35.16
14071 - Computer Programmer I (see 1)	26.99
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	22.89
14160 - Personal Computer Support Technician	31.72
14170 - System Support Specialist	38.69
15000 - Instructional Occupations	
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	46.20
15070 - Flight Instructor (Pilot)	52.81
15080 - Graphic Artist	36.01
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.76
15086 - Maintenance Test Pilot Rotary Wing	51.76
15088 - Non-Maintenance Test/Co-Pilot	51.76
15090 - Technical Instructor	31.61
15095 - Technical Instructor/Course Developer	38.67
15110 - Test Proctor	25.52
15120 - Tutor	25.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.13
16030 - Counter Attendant	17.13
16040 - Dry Cleaner	19.57
16070 - Finisher Flatwork Machine	17.13
16090 - Presser Hand	17.13
16110 - Presser Machine Drycleaning	17.13
16130 - Presser Machine Shirts	17.13
16160 - Presser Machine Wearing Apparel Laundry	17.13
16190 - Sewing Machine Operator	20.38
16220 - Tailor	21.20
16250 - Washer Machine	17.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.55
19040 - Tool And Die Maker	35.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.18
21030 - Material Coordinator	26.81
21040 - Material Expediter	26.81
21050 - Material Handling Laborer	15.98
21071 - Order Filler	16.60
21080 - Production Line Worker (Food Processing)	22.18
21110 - Shipping Packer	18.17
21130 - Shipping/Receiving Clerk	18.17
21140 - Store Worker I	16.31
21150 - Stock Clerk	20.29

21210 - Tools And Parts Attendant	22.18	
21410 - Warehouse Specialist	22.18	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	40.71	
23019 - Aircraft Logs and Records Technician	32.27	
23021 - Aircraft Mechanic I	38.65	
23022 - Aircraft Mechanic II	40.71	
23023 - Aircraft Mechanic III	42.69	
23040 - Aircraft Mechanic Helper	27.20	
23050 - Aircraft Painter	36.70	
23060 - Aircraft Servicer	32.27	
23070 - Aircraft Survival Flight Equipment Technician	36.70	
23080 - Aircraft Worker	34.57	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.57	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.65	
23110 - Appliance Mechanic	22.74	
23120 - Bicycle Repairer	17.40	
23125 - Cable Splicer	36.39	
23130 - Carpenter Maintenance	27.29	
23140 - Carpet Layer	22.54	
23160 - Electrician Maintenance	29.95	
23181 - Electronics Technician Maintenance I	32.91	
23182 - Electronics Technician Maintenance II	34.94	
23183 - Electronics Technician Maintenance III	36.78	
23260 - Fabric Worker	25.98	
23290 - Fire Alarm System Mechanic	29.84	
23310 - Fire Extinguisher Repairer	23.94	
23311 - Fuel Distribution System Mechanic	37.07	
23312 - Fuel Distribution System Operator	28.53	
23370 - General Maintenance Worker	23.48	
23380 - Ground Support Equipment Mechanic	38.65	
23381 - Ground Support Equipment Servicer	32.27	
23382 - Ground Support Equipment Worker	34.57	
23391 - Gunsmith I	23.94	
23392 - Gunsmith II	27.83	
23393 - Gunsmith III	31.11	
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.17	
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.78	
23430 - Heavy Equipment Mechanic	29.18	
23440 - Heavy Equipment Operator	26.20	
23460 - Instrument Mechanic	33.14	
23465 - Laboratory/Shelter Mechanic	29.55	
23470 - Laborer	16.48	
23510 - Locksmith	32.72	
23530 - Machinery Maintenance Mechanic	30.29	
23550 - Machinist Maintenance	30.16	
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	22.38	
23790 - Pipefitter Maintenance	30.60	
23810 - Plumber Maintenance	29.07	
23820 - Pneudraulic Systems Mechanic	31.11	
23850 - Rigger	31.05	
23870 - Scale Mechanic	27.83	
23890 - Sheet-Metal Worker Maintenance	29.04	
23910 - Small Engine Mechanic	22.69	
23931 - Telecommunications Mechanic I	37.06	
23932 - Telecommunications Mechanic II	39.03	
23950 - Telephone Lineman	37.13	
23960 - Welder Combination Maintenance	27.58	
23965 - Well Driller	27.13	
23970 - Woodcraft Worker	31.11	
23980 - Woodworker	23.94	
24000 - Personal Needs Occupations		
24550 - Case Manager	20.75	
24570 - Child Care Attendant	15.17	
24580 - Child Care Center Clerk	18.91	
24610 - Chore Aide	14.42***	
24620 - Family Readiness And Support Services Coordinator		20.75
24630 - Homemaker	20.75	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	37.98	
25040 - Sewage Plant Operator	28.29	
25070 - Stationary Engineer	37.98	
25190 - Ventilation Equipment Tender	26.74	
25210 - Water Treatment Plant Operator	28.29	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	23.83	
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	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	16.91	
28042 - Carnival Equipment Repairer	18.48	
28043 - Carnival Worker	12.94***	
28210 - Gate Attendant/Gate Tender	18.07	
28310 - Lifeguard	12.75***	
28350 - Park Attendant (Aide)	20.22	
28510 - Recreation Aide/Health Facility Attendant		14.76***
28515 - Recreation Specialist	25.05	
28630 - Sports Official	16.10	
28690 - Swimming Pool Operator	21.48	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	34.82	

29020 - Hatch Tender	34.82	
29030 - Line Handler	34.82	
29041 - Stevedore I	32.51	
29042 - Stevedore II	36.97	
30000 - Technical Occupations		
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	20.86	
30022 - Archeological Technician II	23.34	
30023 - Archeological Technician III	28.90	
30030 - Cartographic Technician	28.90	
30040 - Civil Engineering Technician	32.88	
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	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	35.36	
30390 - Photo-Optics Technician	28.90	
30395 - Radiation Control Technician	35.36	
30461 - Technical Writer I	28.83	
30462 - Technical Writer II	35.27	
30463 - Technical Writer III	42.68	
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	32.01	
30502 - Weather Forecaster II	38.93	
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2)	26.01	
30621 - Weather Observer Senior (see 2)	28.90	
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.91	
31020 - Bus Aide	16.18	
31030 - Bus Driver	23.52	

31043 - Driver Courier	20.34
31260 - Parking and Lot Attendant	15.09
31290 - Shuttle Bus Driver	19.93
31310 - Taxi Driver	17.71
31361 - Truckdriver Light	22.24
31362 - Truckdriver Medium	24.14
31363 - Truckdriver Heavy	23.78
31364 - Truckdriver Tractor-Trailer	23.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.51
99030 - Cashier	13.79***
99050 - Desk Clerk	14.61***
99095 - Embalmer	34.10
99130 - Flight Follower	29.68
99251 - Laboratory Animal Caretaker I	16.35
99252 - Laboratory Animal Caretaker II	17.88
99260 - Marketing Analyst	37.55
99310 - Mortician	34.10
99410 - Pest Controller	21.91
99510 - Photofinishing Worker	18.65
99710 - Recycling Laborer	22.98
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	20.81
99810 - Sales Clerk	14.24***
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

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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 NC

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

| Wage Determination No.: 2015-4407
Daniel W. Simms | Division of | Revision No.: 21
Director | Wage Determinations | Date Of Last Revision: 06/27/2022

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 |With certain exceptions Executive Order |
|after January 30 2022 or the |14026 applies to the contract. |

contract is renewed or extended (e.g. The contractor must pay all covered workers |
 an option is exercised) on or after | at least \$15.00 per hour (or the applicable |
 January 30 2022: | wage rate listed on this wage determination |
 | if it is higher) for all hours spent |
 | performing on the contract in 2022. |

If the contract is entered into on or | With certain exceptions Executive Order |
 after January 30 2022 or the | 13658 applies to the contract. |
 2022 and the contract is not renewed | The contractor must pay all covered workers |
 or extended on or after January 30 | at least \$11.25 per hour (or the applicable |
 2022: | wage rate listed on this wage determination |
 | if it is higher) for all hours spent |
 | performing on the contract in 2022. |

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: North Carolina

Area: North Carolina Counties of Dare Hyde Martin Tyrrell Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.14***	
01012 - Accounting Clerk II	15.88	
01013 - Accounting Clerk III	17.77	
01020 - Administrative Assistant	23.74	
01035 - Court Reporter	18.44	
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	13.21***	
01052 - Data Entry Operator II	14.42***	
01060 - Dispatcher Motor Vehicle	17.82	
01070 - Document Preparation Clerk	14.68***	
01090 - Duplicating Machine Operator	14.68***	
01111 - General Clerk I	13.64***	
01112 - General Clerk II	14.88***	
01113 - General Clerk III	16.70	
01120 - Housing Referral Assistant	20.55	
01141 - Messenger Courier	13.17***	
01191 - Order Clerk I	13.45***	
01192 - Order Clerk II	14.68***	
01261 - Personnel Assistant (Employment) I	16.49	
01262 - Personnel Assistant (Employment) II	18.44	
01263 - Personnel Assistant (Employment) III	20.55	
01270 - Production Control Clerk	26.00	
01290 - Rental Clerk	16.22	
01300 - Scheduler Maintenance	16.49	

01311 - Secretary I	16.49
01312 - Secretary II	18.44
01313 - Secretary III	20.55
01320 - Service Order Dispatcher	15.93
01410 - Supply Technician	23.74
01420 - Survey Worker	14.81***
01460 - Switchboard Operator/Receptionist	13.93***
01531 - Travel Clerk I	12.86***
01532 - Travel Clerk II	13.57***
01533 - Travel Clerk III	14.28***
01611 - Word Processor I	14.68***
01612 - Word Processor II	16.49
01613 - Word Processor III	18.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.92
05010 - Automotive Electrician	19.33
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.71
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.83***
05250 - Motor Vehicle Upholstery Worker	16.17
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter Automotive	18.99
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	13.86***
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.62
07041 - Cook I	12.25***
07042 - Cook II	13.89***
07070 - Dishwasher	10.88***
07130 - Food Service Worker	11.13***
07210 - Meat Cutter	17.25
07260 - Waiter/Waitress	9.32***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.44
09040 - Furniture Handler	12.68***
09080 - Furniture Refinisher	19.44
09090 - Furniture Refinisher Helper	14.96***
09110 - Furniture Repairer Minor	17.27
09130 - Upholsterer	19.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.65***
11060 - Elevator Operator	11.56***
11090 - Gardener	17.06
11122 - Housekeeping Aide	11.27***
11150 - Janitor	11.27***
11210 - Laborer Grounds Maintenance	13.42***
11240 - Maid or Houseman	11.26***
11260 - Pruner	12.21***
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.42***

11360 - Window Cleaner	12.42***
12000 - Health Occupations	
12010 - Ambulance Driver	17.33
12011 - Breath Alcohol Technician	20.20
12012 - Certified Occupational Therapist Assistant	28.90
12015 - Certified Physical Therapist Assistant	29.30
12020 - Dental Assistant	21.92
12025 - Dental Hygienist	38.63
12030 - EKG Technician	30.60
12035 - Electroneurodiagnostic Technologist	30.60
12040 - Emergency Medical Technician	17.33
12071 - Licensed Practical Nurse I	18.06
12072 - Licensed Practical Nurse II	20.20
12073 - Licensed Practical Nurse III	22.51
12100 - Medical Assistant	14.90***
12130 - Medical Laboratory Technician	22.87
12160 - Medical Record Clerk	15.50
12190 - Medical Record Technician	17.58
12195 - Medical Transcriptionist	18.06
12210 - Nuclear Medicine Technologist	44.38
12221 - Nursing Assistant I	11.27***
12222 - Nursing Assistant II	12.66***
12223 - Nursing Assistant III	13.82***
12224 - Nursing Assistant IV	15.52
12235 - Optical Dispenser	20.20
12236 - Optical Technician	18.06
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	14.41***
12305 - Radiologic Technologist	30.60
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	30.75
12313 - Registered Nurse II Specialist	30.75
12314 - Registered Nurse III	37.21
12315 - Registered Nurse III Anesthetist	37.21
12316 - Registered Nurse IV	44.59
12317 - Scheduler (Drug and Alcohol Testing)	25.01
12320 - Substance Abuse Treatment Counselor	24.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.69
13012 - Exhibits Specialist II	24.41
13013 - Exhibits Specialist III	29.85
13041 - Illustrator I	19.69
13042 - Illustrator II	24.41
13043 - Illustrator III	29.85
13047 - Librarian	27.02
13050 - Library Aide/Clerk	13.23***
13054 - Library Information Technology Systems Administrator	24.41
13058 - Library Technician	16.74
13061 - Media Specialist I	17.68
13062 - Media Specialist II	19.69
13063 - Media Specialist III	21.96
13071 - Photographer I	18.10
13072 - Photographer II	20.24
13073 - Photographer III	25.07

13074 - Photographer IV	30.68
13075 - Photographer V	37.11
13090 - Technical Order Library Clerk	16.62
13110 - Video Teleconference Technician	18.24
14000 - Information Technology Occupations	
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)	22.75
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	15.29
14160 - Personal Computer Support Technician	21.20
14170 - System Support Specialist	23.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.58
15020 - Aircrew Training Devices Instructor (Rated)	36.99
15030 - Air Crew Training Devices Instructor (Pilot)	42.87
15050 - Computer Based Training Specialist / Instructor	30.58
15060 - Educational Technologist	30.73
15070 - Flight Instructor (Pilot)	42.87
15080 - Graphic Artist	23.43
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.87
15086 - Maintenance Test Pilot Rotary Wing	42.87
15088 - Non-Maintenance Test/Co-Pilot	42.87
15090 - Technical Instructor	18.75
15095 - Technical Instructor/Course Developer	22.94
15110 - Test Proctor	15.14
15120 - Tutor	15.14
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.87***
16030 - Counter Attendant	9.87***
16040 - Dry Cleaner	11.61***
16070 - Finisher Flatwork Machine	9.87***
16090 - Presser Hand	9.87***
16110 - Presser Machine Drycleaning	9.87***
16130 - Presser Machine Shirts	9.87***
16160 - Presser Machine Wearing Apparel Laundry	9.87***
16190 - Sewing Machine Operator	12.19***
16220 - Tailor	12.78***
16250 - Washer Machine	10.48***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.82
19040 - Tool And Die Maker	28.97
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.90***
21030 - Material Coordinator	26.00
21040 - Material Expediter	26.00
21050 - Material Handling Laborer	13.31***

21071 - Order Filler	14.73***	
21080 - Production Line Worker (Food Processing)		14.90***
21110 - Shipping Packer	16.66	
21130 - Shipping/Receiving Clerk	16.66	
21140 - Store Worker I	13.43***	
21150 - Stock Clerk	17.97	
21210 - Tools And Parts Attendant	14.90***	
21410 - Warehouse Specialist	14.90***	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	29.15	
23019 - Aircraft Logs and Records Technician		23.30
23021 - Aircraft Mechanic I	27.70	
23022 - Aircraft Mechanic II	29.15	
23023 - Aircraft Mechanic III	30.55	
23040 - Aircraft Mechanic Helper	20.20	
23050 - Aircraft Painter	26.24	
23060 - Aircraft Servicer	23.30	
23070 - Aircraft Survival Flight Equipment Technician		26.24
23080 - Aircraft Worker	24.75	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		27.70
23110 - Appliance Mechanic	23.82	
23120 - Bicycle Repairer	19.81	
23125 - Cable Splicer	29.87	
23130 - Carpenter Maintenance	18.30	
23140 - Carpet Layer	22.24	
23160 - Electrician Maintenance	22.35	
23181 - Electronics Technician Maintenance I		32.93
23182 - Electronics Technician Maintenance II		34.91
23183 - Electronics Technician Maintenance III		36.85
23260 - Fabric Worker	21.15	
23290 - Fire Alarm System Mechanic		25.14
23310 - Fire Extinguisher Repairer	19.81	
23311 - Fuel Distribution System Mechanic		28.47
23312 - Fuel Distribution System Operator		22.41
23370 - General Maintenance Worker		17.99
23380 - Ground Support Equipment Mechanic		27.70
23381 - Ground Support Equipment Servicer		23.30
23382 - Ground Support Equipment Worker		24.75
23391 - Gunsmith I	19.81	
23392 - Gunsmith II	22.47	
23393 - Gunsmith III	25.14	
23410 - Heating Ventilation And Air-Conditioning Mechanic		21.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)		23.07
23430 - Heavy Equipment Mechanic		22.09
23440 - Heavy Equipment Operator		18.97
23460 - Instrument Mechanic		25.14
23465 - Laboratory/Shelter Mechanic		23.82
23470 - Laborer	13.31***	
23510 - Locksmith	23.82	
23530 - Machinery Maintenance Mechanic		24.77

23550 - Machinist Maintenance	26.41
23580 - Maintenance Trades Helper	14.67***
23591 - Metrology Technician I	25.14
23592 - Metrology Technician II	26.46
23593 - Metrology Technician III	27.74
23640 - Millwright	24.88
23710 - Office Appliance Repairer	22.89
23760 - Painter Maintenance	17.70
23790 - Pipefitter Maintenance	23.53
23810 - Plumber Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	25.14
23850 - Rigger	25.14
23870 - Scale Mechanic	22.47
23890 - Sheet-Metal Worker Maintenance	30.28
23910 - Small Engine Mechanic	20.22
23931 - Telecommunications Mechanic I	26.72
23932 - Telecommunications Mechanic II	28.12
23950 - Telephone Lineman	25.14
23960 - Welder Combination Maintenance	22.77
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.14
23980 - Woodworker	19.81
24000 - Personal Needs Occupations	
24550 - Case Manager	17.59
24570 - Child Care Attendant	12.94***
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	10.62***
24620 - Family Readiness And Support Services Coordinator	17.59
24630 - Homemaker	17.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.91
25040 - Sewage Plant Operator	19.00
25070 - Stationary Engineer	25.04
25190 - Ventilation Equipment Tender	17.43
25210 - Water Treatment Plant Operator	19.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.26
27007 - Baggage Inspector	13.68***
27008 - Corrections Officer	18.16
27010 - Court Security Officer	19.15
27030 - Detection Dog Handler	15.51
27040 - Detention Officer	18.16
27070 - Firefighter	19.13
27101 - Guard I	13.68***
27102 - Guard II	15.51
27131 - Police Officer I	20.26
27132 - Police Officer II	22.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.68***
28042 - Carnival Equipment Repairer	14.78***
28043 - Carnival Worker	10.50***
28210 - Gate Attendant/Gate Tender	19.23
28310 - Lifeguard	16.60
28350 - Park Attendant (Aide)	21.53

28510 - Recreation Aide/Health Facility Attendant	15.71
28515 - Recreation Specialist	26.57
28630 - Sports Official	17.14
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.47
29020 - Hatch Tender	22.47
29030 - Line Handler	22.47
29041 - Stevedore I	21.15
29042 - Stevedore II	23.82
30000 - Technical Occupations	
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	15.11
30022 - Archeological Technician II	18.98
30023 - Archeological Technician III	22.25
30030 - Cartographic Technician	22.36
30040 - Civil Engineering Technician	27.97
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	15.11
30062 - Drafter/CAD Operator II	16.96
30063 - Drafter/CAD Operator III	18.98
30064 - Drafter/CAD Operator IV	22.83
30081 - Engineering Technician I	14.39***
30082 - Engineering Technician II	16.14
30083 - Engineering Technician III	18.06
30084 - Engineering Technician IV	22.38
30085 - Engineering Technician V	27.38
30086 - Engineering Technician VI	33.12
30090 - Environmental Technician	19.53
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	22.43
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	22.25
30361 - Paralegal/Legal Assistant I	19.61
30362 - Paralegal/Legal Assistant II	24.30
30363 - Paralegal/Legal Assistant III	29.72
30364 - Paralegal/Legal Assistant IV	35.95
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	21.48
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	21.77
30462 - Technical Writer II	26.63
30463 - Technical Writer III	32.22
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)	18.98

Surface Programs		
30621 - Weather Observer Senior	(see 2)	20.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.99
31020 - Bus Aide		12.22***
31030 - Bus Driver		16.67
31043 - Driver Courier		13.20***
31260 - Parking and Lot Attendant		11.09***
31290 - Shuttle Bus Driver		14.26***
31310 - Taxi Driver		12.58***
31361 - Truckdriver Light		14.27***
31362 - Truckdriver Medium		15.23
31363 - Truckdriver Heavy		18.16
31364 - Truckdriver Tractor-Trailer		18.16
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.60
99030 - Cashier		10.50***
99050 - Desk Clerk		11.35***
99095 - Embalmer		29.98
99130 - Flight Follower		26.44
99251 - Laboratory Animal Caretaker I		14.01***
99252 - Laboratory Animal Caretaker II		15.14
99260 - Marketing Analyst		27.60
99310 - Mortician		29.98
99410 - Pest Controller		18.13
99510 - Photofinishing Worker		13.90***
99710 - Recycling Laborer		14.38***
99711 - Recycling Specialist		17.00
99730 - Refuse Collector		13.05***
99810 - Sales Clerk		12.09***
99820 - School Crossing Guard		14.95***
99830 - Survey Party Chief		31.23
99831 - Surveying Aide		18.48
99832 - Surveying Technician		25.32
99840 - Vending Machine Attendant		19.48
99841 - Vending Machine Repairer		23.87
99842 - Vending Machine Repairer Helper		19.48

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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 TX

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

| Wage Determination No.: 2015-5227
Daniel W. Simms | Division of | Revision No.: 18
Director | Wage Determinations | Date Of Last Revision: 07/14/2022

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:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
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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:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.
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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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Texas

Area: Texas Counties of Collin Dallas Denton Ellis Hunt Kaufman Rockwall

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.91
01012 - Accounting Clerk II		20.09
01013 - Accounting Clerk III		22.48
01020 - Administrative Assistant		30.16
01035 - Court Reporter		24.85
01041 - Customer Service Representative I		14.56***
01042 - Customer Service Representative II		15.89
01043 - Customer Service Representative III		17.83
01051 - Data Entry Operator I		15.34
01052 - Data Entry Operator II		16.74
01060 - Dispatcher Motor Vehicle		21.36
01070 - Document Preparation Clerk		17.59
01090 - Duplicating Machine Operator		17.59
01111 - General Clerk I		14.07***
01112 - General Clerk II		15.35
01113 - General Clerk III		17.23
01120 - Housing Referral Assistant		22.61
01141 - Messenger Courier		15.72
01191 - Order Clerk I		16.47
01192 - Order Clerk II		17.96

01261 - Personnel Assistant (Employment) I	18.12
01262 - Personnel Assistant (Employment) II	20.27
01263 - Personnel Assistant (Employment) III	22.60
01270 - Production Control Clerk	24.46
01290 - Rental Clerk	15.30
01300 - Scheduler Maintenance	18.13
01311 - Secretary I	18.13
01312 - Secretary II	20.28
01313 - Secretary III	22.61
01320 - Service Order Dispatcher	17.86
01410 - Supply Technician	30.16
01420 - Survey Worker	17.70
01460 - Switchboard Operator/Receptionist	15.15
01531 - Travel Clerk I	17.18
01532 - Travel Clerk II	18.47
01533 - Travel Clerk III	19.82
01611 - Word Processor I	16.67
01612 - Word Processor II	18.71
01613 - Word Processor III	20.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.76
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.88
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	14.44***
05400 - Transmission Repair Specialist	22.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.99***
07041 - Cook I	13.94***
07042 - Cook II	16.01
07070 - Dishwasher	11.57***
07130 - Food Service Worker	12.89***
07210 - Meat Cutter	13.60***
07260 - Waiter/Waitress	10.19***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.86
09040 - Furniture Handler	10.61***
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.04***
09110 - Furniture Repairer Minor	15.16
09130 - Upholsterer	16.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95***
11060 - Elevator Operator	13.31***
11090 - Gardener	22.18
11122 - Housekeeping Aide	13.49***

11150 - Janitor	13.49***	
11210 - Laborer Grounds Maintenance		16.51
11240 - Maid or Houseman		12.68***
11260 - Pruner	14.59***	
11270 - Tractor Operator	20.29	
11330 - Trail Maintenance Worker		16.51
11360 - Window Cleaner		15.26
12000 - Health Occupations		
12010 - Ambulance Driver	20.65	
12011 - Breath Alcohol Technician	22.11	
12012 - Certified Occupational Therapist Assistant		37.42
12015 - Certified Physical Therapist Assistant		36.98
12020 - Dental Assistant	20.87	
12025 - Dental Hygienist	40.23	
12030 - EKG Technician	30.40	
12035 - Electroneurodiagnostic Technologist		30.40
12040 - Emergency Medical Technician		20.65
12071 - Licensed Practical Nurse I		19.76
12072 - Licensed Practical Nurse II		22.11
12073 - Licensed Practical Nurse III		24.65
12100 - Medical Assistant	17.79	
12130 - Medical Laboratory Technician		28.50
12160 - Medical Record Clerk	20.05	
12190 - Medical Record Technician		22.43
12195 - Medical Transcriptionist	19.66	
12210 - Nuclear Medicine Technologist		43.82
12221 - Nursing Assistant I	12.89***	
12222 - Nursing Assistant II	14.48***	
12223 - Nursing Assistant III	15.80	
12224 - Nursing Assistant IV	17.75	
12235 - Optical Dispenser	19.50	
12236 - Optical Technician	16.72	
12250 - Pharmacy Technician	17.84	
12280 - Phlebotomist	17.79	
12305 - Radiologic Technologist	30.27	
12311 - Registered Nurse I	25.82	
12312 - Registered Nurse II	31.58	
12313 - Registered Nurse II Specialist	31.58	
12314 - Registered Nurse III	38.19	
12315 - Registered Nurse III Anesthetist	38.19	
12316 - Registered Nurse IV	45.78	
12317 - Scheduler (Drug and Alcohol Testing)		27.40
12320 - Substance Abuse Treatment Counselor		23.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	20.65	
13012 - Exhibits Specialist II	25.58	
13013 - Exhibits Specialist III	31.28	
13041 - Illustrator I	24.95	
13042 - Illustrator II	30.91	
13043 - Illustrator III	36.18	
13047 - Librarian	31.56	
13050 - Library Aide/Clerk	14.33***	
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician	17.58	

13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67
13071 - Photographer I	19.31
13072 - Photographer II	21.60
13073 - Photographer III	26.75
13074 - Photographer IV	32.73
13075 - Photographer V	39.61
13090 - Technical Order Library Clerk	17.84
13110 - Video Teleconference Technician	22.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.19
14042 - Computer Operator II	24.81
14043 - Computer Operator III	27.68
14044 - Computer Operator IV	32.84
14045 - Computer Operator V	36.34
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	22.19
14160 - Personal Computer Support Technician	32.84
14170 - System Support Specialist	42.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.04
15020 - Aircrew Training Devices Instructor (Rated)	41.90
15030 - Air Crew Training Devices Instructor (Pilot)	48.41
15050 - Computer Based Training Specialist / Instructor	35.04
15060 - Educational Technologist	36.68
15070 - Flight Instructor (Pilot)	48.41
15080 - Graphic Artist	25.79
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.41
15086 - Maintenance Test Pilot Rotary Wing	48.41
15088 - Non-Maintenance Test/Co-Pilot	48.41
15090 - Technical Instructor	27.43
15095 - Technical Instructor/Course Developer	33.55
15110 - Test Proctor	22.14
15120 - Tutor	22.14
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.05***
16030 - Counter Attendant	11.05***
16040 - Dry Cleaner	14.20***
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	15.05
16220 - Tailor	16.19
16250 - Washer Machine	12.15***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.10

19040 - Tool And Die Maker	25.34	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.03	
21030 - Material Coordinator	24.46	
21040 - Material Expediter	24.46	
21050 - Material Handling Laborer	14.93***	
21071 - Order Filler	16.03	
21080 - Production Line Worker (Food Processing)		18.03
21110 - Shipping Packer	17.59	
21130 - Shipping/Receiving Clerk	17.59	
21140 - Store Worker I	13.03***	
21150 - Stock Clerk	18.88	
21210 - Tools And Parts Attendant	18.03	
21410 - Warehouse Specialist	18.03	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	39.23	
23019 - Aircraft Logs and Records Technician		31.86
23021 - Aircraft Mechanic I	37.41	
23022 - Aircraft Mechanic II	39.23	
23023 - Aircraft Mechanic III	41.04	
23040 - Aircraft Mechanic Helper	26.84	
23050 - Aircraft Painter	35.52	
23060 - Aircraft Servicer	31.86	
23070 - Aircraft Survival Flight Equipment Technician		35.52
23080 - Aircraft Worker	33.70	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		33.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		37.41
23110 - Appliance Mechanic	21.51	
23120 - Bicycle Repairer	20.03	
23125 - Cable Splicer	30.31	
23130 - Carpenter Maintenance	21.31	
23140 - Carpet Layer	19.04	
23160 - Electrician Maintenance	23.75	
23181 - Electronics Technician Maintenance I		26.71
23182 - Electronics Technician Maintenance II		28.15
23183 - Electronics Technician Maintenance III		29.65
23260 - Fabric Worker	26.87	
23290 - Fire Alarm System Mechanic	23.76	
23310 - Fire Extinguisher Repairer	20.03	
23311 - Fuel Distribution System Mechanic	22.56	
23312 - Fuel Distribution System Operator	17.69	
23370 - General Maintenance Worker	19.91	
23380 - Ground Support Equipment Mechanic		37.41
23381 - Ground Support Equipment Servicer		31.86
23382 - Ground Support Equipment Worker		33.70
23391 - Gunsmith I	20.03	
23392 - Gunsmith II	23.01	
23393 - Gunsmith III	25.54	
23410 - Heating Ventilation And Air-Conditioning Mechanic		23.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)		24.67
23430 - Heavy Equipment Mechanic	28.14	

23440 - Heavy Equipment Operator	22.58
23460 - Instrument Mechanic	27.95
23465 - Laboratory/Shelter Mechanic	24.25
23470 - Laborer	14.93***
23510 - Locksmith	23.89
23530 - Machinery Maintenance Mechanic	25.75
23550 - Machinist Maintenance	22.70
23580 - Maintenance Trades Helper	16.50
23591 - Metrology Technician I	27.95
23592 - Metrology Technician II	29.30
23593 - Metrology Technician III	30.67
23640 - Millwright	27.21
23710 - Office Appliance Repairer	19.70
23760 - Painter Maintenance	18.11
23790 - Pipefitter Maintenance	26.55
23810 - Plumber Maintenance	25.20
23820 - Pneudraulic Systems Mechanic	25.54
23850 - Rigger	26.09
23870 - Scale Mechanic	23.01
23890 - Sheet-Metal Worker Maintenance	23.02
23910 - Small Engine Mechanic	20.45
23931 - Telecommunications Mechanic I	29.53
23932 - Telecommunications Mechanic II	30.96
23950 - Telephone Lineman	25.89
23960 - Welder Combination Maintenance	22.42
23965 - Well Driller	22.66
23970 - Woodcraft Worker	25.54
23980 - Woodworker	20.03
24000 - Personal Needs Occupations	
24550 - Case Manager	18.31
24570 - Child Care Attendant	11.76***
24580 - Child Care Center Clerk	14.66***
24610 - Chore Aide	11.04***
24620 - Family Readiness And Support Services Coordinator	18.31
24630 - Homemaker	18.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.73
25040 - Sewage Plant Operator	22.35
25070 - Stationary Engineer	27.73
25190 - Ventilation Equipment Tender	19.37
25210 - Water Treatment Plant Operator	22.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.33
27007 - Baggage Inspector	14.34***
27008 - Corrections Officer	24.04
27010 - Court Security Officer	26.82
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	24.04
27070 - Firefighter	29.61
27101 - Guard I	14.34***
27102 - Guard II	16.92
27131 - Police Officer I	33.25
27132 - Police Officer II	36.96
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator	15.13	
28042 - Carnival Equipment Repairer	16.53	
28043 - Carnival Worker	10.88***	
28210 - Gate Attendant/Gate Tender	15.60	
28310 - Lifeguard	11.19***	
28350 - Park Attendant (Aide)	17.45	
28510 - Recreation Aide/Health Facility Attendant	12.73***	
28515 - Recreation Specialist	21.27	
28630 - Sports Official	13.89***	
28690 - Swimming Pool Operator	21.99	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	29.04	
29020 - Hatch Tender	29.04	
29030 - Line Handler	29.04	
29041 - Stevedore I	27.45	
29042 - Stevedore II	30.60	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.62	
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.78	
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.88	
30021 - Archeological Technician I	20.07	
30022 - Archeological Technician II	22.40	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	24.42	
30051 - Cryogenic Technician I	29.26	
30052 - Cryogenic Technician II	32.32	
30061 - Drafter/CAD Operator I	20.07	
30062 - Drafter/CAD Operator II	22.40	
30063 - Drafter/CAD Operator III	24.97	
30064 - Drafter/CAD Operator IV	30.73	
30081 - Engineering Technician I	17.56	
30082 - Engineering Technician II	19.70	
30083 - Engineering Technician III	22.03	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.40	
30086 - Engineering Technician VI	40.41	
30090 - Environmental Technician	25.52	
30095 - Evidence Control Specialist	26.42	
30210 - Laboratory Technician	25.44	
30221 - Latent Fingerprint Technician I	26.76	
30222 - Latent Fingerprint Technician II	29.57	
30240 - Mathematical Technician	33.58	
30361 - Paralegal/Legal Assistant I	19.49	
30362 - Paralegal/Legal Assistant II	24.15	
30363 - Paralegal/Legal Assistant III	29.54	
30364 - Paralegal/Legal Assistant IV	35.74	
30375 - Petroleum Supply Specialist	32.32	
30390 - Photo-Optics Technician	27.75	
30395 - Radiation Control Technician	32.32	
30461 - Technical Writer I	25.69	
30462 - Technical Writer II	31.42	
30463 - Technical Writer III	38.01	
30491 - Unexploded Ordnance (UXO) Technician I	28.36	
30492 - Unexploded Ordnance (UXO) Technician II	34.32	

30493 - Unexploded Ordnance (UXO) Technician III	41.13
30494 - Unexploded (UXO) Safety Escort	28.36
30495 - Unexploded (UXO) Sweep Personnel	28.36
30501 - Weather Forecaster I	29.26
30502 - Weather Forecaster II	35.59
30620 - Weather Observer Combined Upper Air Or	(see 2) 24.97
Surface Programs	
30621 - Weather Observer Senior	(see 2) 26.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.32
31020 - Bus Aide	14.95***
31030 - Bus Driver	21.81
31043 - Driver Courier	17.15
31260 - Parking and Lot Attendant	10.91***
31290 - Shuttle Bus Driver	18.53
31310 - Taxi Driver	13.24***
31361 - Truckdriver Light	18.75
31362 - Truckdriver Medium	20.37
31363 - Truckdriver Heavy	23.34
31364 - Truckdriver Tractor-Trailer	23.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.73
99030 - Cashier	11.33***
99050 - Desk Clerk	12.89***
99095 - Embalmer	24.05
99130 - Flight Follower	28.36
99251 - Laboratory Animal Caretaker I	13.62***
99252 - Laboratory Animal Caretaker II	14.89***
99260 - Marketing Analyst	37.40
99310 - Mortician	26.46
99410 - Pest Controller	23.68
99510 - Photofinishing Worker	14.89***
99710 - Recycling Laborer	20.02
99711 - Recycling Specialist	24.59
99730 - Refuse Collector	17.69
99810 - Sales Clerk	13.65***
99820 - School Crossing Guard	12.69***
99830 - Survey Party Chief	29.37
99831 - Surveying Aide	17.60
99832 - Surveying Technician	22.55
99840 - Vending Machine Attendant	17.05
99841 - Vending Machine Repairer	20.93
99842 - Vending Machine Repairer Helper	17.01

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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 drying 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 AL

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

Daniel W. Simms
 Director

Wage Determination No.: 2015-4605
 Division of | Revision No.: 18
 Wage Determinations | Date Of Last Revision: 06/27/2022

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:

With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.

If the contract is entered into on or after January 30 2022 or the contract is not renewed or extended on or after January 30 2022:

With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Alabama

Area: Alabama County of Mobile

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.85***	
01012 - Accounting Clerk II	16.67	
01013 - Accounting Clerk III	18.65	
01020 - Administrative Assistant	28.87	
01035 - Court Reporter	19.76	
01041 - Customer Service Representative I	13.27***	
01042 - Customer Service Representative II	14.48***	
01043 - Customer Service Representative III	16.25	
01051 - Data Entry Operator I	14.35***	
01052 - Data Entry Operator II	15.66	
01060 - Dispatcher Motor Vehicle	20.65	

01070 - Document Preparation Clerk	13.40***
01090 - Duplicating Machine Operator	13.40***
01111 - General Clerk I	13.44***
01112 - General Clerk II	14.66***
01113 - General Clerk III	16.46
01120 - Housing Referral Assistant	19.74
01141 - Messenger Courier	14.70***
01191 - Order Clerk I	14.93***
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	28.08
01290 - Rental Clerk	14.27***
01300 - Scheduler Maintenance	15.83
01311 - Secretary I	15.83
01312 - Secretary II	17.71
01313 - Secretary III	19.74
01320 - Service Order Dispatcher	18.71
01410 - Supply Technician	28.87
01420 - Survey Worker	17.56
01460 - Switchboard Operator/Receptionist	13.68***
01531 - Travel Clerk I	13.04***
01532 - Travel Clerk II	13.85***
01533 - Travel Clerk III	15.95
01611 - Word Processor I	14.43***
01612 - Word Processor II	16.20
01613 - Word Processor III	18.12
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.69
05010 - Automotive Electrician	18.52
05040 - Automotive Glass Installer	17.26
05070 - Automotive Worker	17.26
05110 - Mobile Equipment Servicer	14.74***
05130 - Motor Equipment Metal Mechanic	19.75
05160 - Motor Equipment Metal Worker	17.26
05190 - Motor Vehicle Mechanic	19.75
05220 - Motor Vehicle Mechanic Helper	13.47***
05250 - Motor Vehicle Upholstery Worker	15.98
05280 - Motor Vehicle Wrecker	17.26
05310 - Painter Automotive	18.52
05340 - Radiator Repair Specialist	17.26
05370 - Tire Repairer	13.43***
05400 - Transmission Repair Specialist	19.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.00***
07041 - Cook I	10.79***
07042 - Cook II	12.64***
07070 - Dishwasher	10.46***
07130 - Food Service Worker	10.48***
07210 - Meat Cutter	22.20
07260 - Waiter/Waitress	9.17***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.04
09040 - Furniture Handler	11.86***

09080 - Furniture Refinisher	19.97
09090 - Furniture Refinisher Helper	14.56***
09110 - Furniture Repairer Minor	17.23
09130 - Upholsterer	19.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.50***
11060 - Elevator Operator	13.50***
11090 - Gardener	18.93
11122 - Housekeeping Aide	11.04***
11150 - Janitor	11.04***
11210 - Laborer Grounds Maintenance	14.09***
11240 - Maid or Houseman	9.35***
11260 - Pruner	12.90***
11270 - Tractor Operator	17.30
11330 - Trail Maintenance Worker	14.09***
11360 - Window Cleaner	12.58***
12000 - Health Occupations	
12010 - Ambulance Driver	16.10
12011 - Breath Alcohol Technician	18.81
12012 - Certified Occupational Therapist Assistant	25.81
12015 - Certified Physical Therapist Assistant	29.98
12020 - Dental Assistant	16.35
12025 - Dental Hygienist	27.40
12030 - EKG Technician	25.98
12035 - Electroneurodiagnostic Technologist	25.98
12040 - Emergency Medical Technician	16.10
12071 - Licensed Practical Nurse I	16.81
12072 - Licensed Practical Nurse II	18.81
12073 - Licensed Practical Nurse III	20.97
12100 - Medical Assistant	14.18***
12130 - Medical Laboratory Technician	22.61
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	17.76
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	41.03
12221 - Nursing Assistant I	11.65***
12222 - Nursing Assistant II	13.10***
12223 - Nursing Assistant III	14.29***
12224 - Nursing Assistant IV	16.04
12235 - Optical Dispenser	15.23
12236 - Optical Technician	16.81
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	15.51
12305 - Radiologic Technologist	23.25
12311 - Registered Nurse I	23.44
12312 - Registered Nurse II	28.67
12313 - Registered Nurse II Specialist	28.67
12314 - Registered Nurse III	34.69
12315 - Registered Nurse III Anesthetist	34.69
12316 - Registered Nurse IV	41.58
12317 - Scheduler (Drug and Alcohol Testing)	23.31
12320 - Substance Abuse Treatment Counselor	20.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.41
13012 - Exhibits Specialist II	26.52

13013 - Exhibits Specialist III	32.44	
13041 - Illustrator I	21.41	
13042 - Illustrator II	26.52	
13043 - Illustrator III	32.44	
13047 - Librarian	29.36	
13050 - Library Aide/Clerk	11.78***	
13054 - Library Information Technology Systems Administrator		26.52
13058 - Library Technician	17.14	
13061 - Media Specialist I	19.13	
13062 - Media Specialist II	21.41	
13063 - Media Specialist III	23.86	
13071 - Photographer I	16.28	
13072 - Photographer II	18.21	
13073 - Photographer III	22.56	
13074 - Photographer IV	27.60	
13075 - Photographer V	33.39	
13090 - Technical Order Library Clerk	15.74	
13110 - Video Teleconference Technician	17.19	
14000 - Information Technology Occupations		
14041 - Computer Operator I	18.73	
14042 - Computer Operator II	20.46	
14043 - Computer Operator III	22.81	
14044 - Computer Operator IV	25.33	
14045 - Computer Operator V	28.06	
14071 - Computer Programmer I	(see 1)	25.31
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	18.73	
14160 - Personal Computer Support Technician	25.33	
14170 - System Support Specialist	28.75	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.79	
15020 - Aircrew Training Devices Instructor (Rated)	33.59	
15030 - Air Crew Training Devices Instructor (Pilot)	40.26	
15050 - Computer Based Training Specialist / Instructor	27.79	
15060 - Educational Technologist	33.58	
15070 - Flight Instructor (Pilot)	40.26	
15080 - Graphic Artist	22.52	
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.26	
15086 - Maintenance Test Pilot Rotary Wing	40.26	
15088 - Non-Maintenance Test/Co-Pilot	40.26	
15090 - Technical Instructor	23.83	
15095 - Technical Instructor/Course Developer	29.15	
15110 - Test Proctor	19.24	
15120 - Tutor	19.24	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler	10.61***	
16030 - Counter Attendant	10.61***	
16040 - Dry Cleaner	12.29***	
16070 - Finisher Flatwork Machine	10.61***	

16090 - Presser Hand	10.61***	
16110 - Presser Machine Drycleaning	10.61***	
16130 - Presser Machine Shirts	10.61***	
16160 - Presser Machine Wearing Apparel Laundry	10.61***	
16190 - Sewing Machine Operator	13.01***	
16220 - Tailor	13.78***	
16250 - Washer Machine	11.08***	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	23.37	
19040 - Tool And Die Maker	28.86	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.31	
21030 - Material Coordinator	27.93	
21040 - Material Expediter	27.93	
21050 - Material Handling Laborer	14.29***	
21071 - Order Filler	13.64***	
21080 - Production Line Worker (Food Processing)	18.31	
21110 - Shipping Packer	18.57	
21130 - Shipping/Receiving Clerk	18.57	
21140 - Store Worker I	12.72***	
21150 - Stock Clerk	18.74	
21210 - Tools And Parts Attendant	18.31	
21410 - Warehouse Specialist	18.31	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	31.32	
23019 - Aircraft Logs and Records Technician	24.08	
23021 - Aircraft Mechanic I	29.76	
23022 - Aircraft Mechanic II	31.32	
23023 - Aircraft Mechanic III	32.89	
23040 - Aircraft Mechanic Helper	20.28	
23050 - Aircraft Painter	27.91	
23060 - Aircraft Servicer	24.08	
23070 - Aircraft Survival Flight Equipment Technician	27.91	
23080 - Aircraft Worker	26.01	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.01	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.76	
23110 - Appliance Mechanic	23.37	
23120 - Bicycle Repairer	18.59	
23125 - Cable Splicer	39.42	
23130 - Carpenter Maintenance	19.22	
23140 - Carpet Layer	21.78	
23160 - Electrician Maintenance	23.92	
23181 - Electronics Technician Maintenance I	31.42	
23182 - Electronics Technician Maintenance II	33.71	
23183 - Electronics Technician Maintenance III	35.95	
23260 - Fabric Worker	20.17	
23290 - Fire Alarm System Mechanic	24.93	
23310 - Fire Extinguisher Repairer	18.59	
23311 - Fuel Distribution System Mechanic	23.28	
23312 - Fuel Distribution System Operator	17.36	
23370 - General Maintenance Worker	17.81	
23380 - Ground Support Equipment Mechanic	29.76	
23381 - Ground Support Equipment Servicer	24.08	

23382 - Ground Support Equipment Worker		26.01
23391 - Gunsmith I	18.59	
23392 - Gunsmith II	21.78	
23393 - Gunsmith III	24.93	
23410 - Heating Ventilation And Air-Conditioning Mechanic		22.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)		23.80
23430 - Heavy Equipment Mechanic		23.94
23440 - Heavy Equipment Operator		20.53
23460 - Instrument Mechanic	25.16	
23465 - Laboratory/Shelter Mechanic		23.37
23470 - Laborer	14.29***	
23510 - Locksmith	23.37	
23530 - Machinery Maintenance Mechanic		30.60
23550 - Machinist Maintenance	25.52	
23580 - Maintenance Trades Helper	14.31***	
23591 - Metrology Technician I	25.16	
23592 - Metrology Technician II	26.47	
23593 - Metrology Technician III	27.80	
23640 - Millwright	26.18	
23710 - Office Appliance Repairer	18.65	
23760 - Painter Maintenance	18.08	
23790 - Pipefitter Maintenance	25.51	
23810 - Plumber Maintenance	23.92	
23820 - Pneudraulic Systems Mechanic		24.93
23850 - Rigger	24.64	
23870 - Scale Mechanic	21.78	
23890 - Sheet-Metal Worker Maintenance		20.31
23910 - Small Engine Mechanic	19.39	
23931 - Telecommunications Mechanic I		31.27
23932 - Telecommunications Mechanic II		32.90
23950 - Telephone Lineman	24.93	
23960 - Welder Combination Maintenance		25.73
23965 - Well Driller	24.93	
23970 - Woodcraft Worker	24.93	
23980 - Woodworker	18.59	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.70	
24570 - Child Care Attendant	8.87***	
24580 - Child Care Center Clerk	13.17***	
24610 - Chore Aide	10.60***	
24620 - Family Readiness And Support Services Coordinator		15.70
24630 - Homemaker	15.70	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.49	
25040 - Sewage Plant Operator	22.40	
25070 - Stationary Engineer	24.49	
25190 - Ventilation Equipment Tender		16.69
25210 - Water Treatment Plant Operator		22.40
27000 - Protective Service Occupations		
27004 - Alarm Monitor	15.55	
27007 - Baggage Inspector	11.43***	
27008 - Corrections Officer	19.13	

27010 - Court Security Officer	17.57	
27030 - Detection Dog Handler	12.78***	
27040 - Detention Officer	19.13	
27070 - Firefighter	15.77	
27101 - Guard I	11.43***	
27102 - Guard II	12.78***	
27131 - Police Officer I	20.70	
27132 - Police Officer II	23.01	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.80***	
28042 - Carnival Equipment Repairer	14.01***	
28043 - Carnival Worker	9.19***	
28210 - Gate Attendant/Gate Tender	15.40	
28310 - Lifeguard	13.09***	
28350 - Park Attendant (Aide)	17.23	
28510 - Recreation Aide/Health Facility Attendant	12.57***	
28515 - Recreation Specialist	18.70	
28630 - Sports Official	13.72***	
28690 - Swimming Pool Operator	16.97	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	27.63	
29020 - Hatch Tender	27.63	
29030 - Line Handler	27.63	
29041 - Stevedore I	25.58	
29042 - Stevedore II	29.64	
30000 - Technical Occupations		
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	18.20	
30022 - Archeological Technician II	20.36	
30023 - Archeological Technician III	25.23	
30030 - Cartographic Technician	25.23	
30040 - Civil Engineering Technician	23.17	
30051 - Cryogenic Technician I	27.94	
30052 - Cryogenic Technician II	30.86	
30061 - Drafter/CAD Operator I	18.20	
30062 - Drafter/CAD Operator II	20.37	
30063 - Drafter/CAD Operator III	22.70	
30064 - Drafter/CAD Operator IV	27.94	
30081 - Engineering Technician I	18.56	
30082 - Engineering Technician II	20.82	
30083 - Engineering Technician III	23.29	
30084 - Engineering Technician IV	28.86	
30085 - Engineering Technician V	35.31	
30086 - Engineering Technician VI	42.71	
30090 - Environmental Technician	23.01	
30095 - Evidence Control Specialist	25.23	
30210 - Laboratory Technician	30.28	
30221 - Latent Fingerprint Technician I	27.94	
30222 - Latent Fingerprint Technician II	30.86	
30240 - Mathematical Technician	26.22	
30361 - Paralegal/Legal Assistant I	18.91	
30362 - Paralegal/Legal Assistant II	23.42	
30363 - Paralegal/Legal Assistant III	28.65	

30364 - Paralegal/Legal Assistant IV	34.66	
30375 - Petroleum Supply Specialist	30.86	
30390 - Photo-Optics Technician	25.23	
30395 - Radiation Control Technician	30.86	
30461 - Technical Writer I	25.23	
30462 - Technical Writer II	30.86	
30463 - Technical Writer III	37.34	
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	27.94	
30502 - Weather Forecaster II	33.99	
30620 - Weather Observer Combined Upper Air Or	(see 2)	22.70
Surface Programs		
30621 - Weather Observer Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	31.73	
31020 - Bus Aide	10.77***	
31030 - Bus Driver	15.71	
31043 - Driver Courier	13.98***	
31260 - Parking and Lot Attendant	11.42***	
31290 - Shuttle Bus Driver	13.91***	
31310 - Taxi Driver	10.53***	
31361 - Truckdriver Light	15.30	
31362 - Truckdriver Medium	16.80	
31363 - Truckdriver Heavy	23.06	
31364 - Truckdriver Tractor-Trailer	23.06	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.47	
99030 - Cashier	10.60***	
99050 - Desk Clerk	10.94***	
99095 - Embalmer	26.22	
99130 - Flight Follower	26.22	
99251 - Laboratory Animal Caretaker I	12.67***	
99252 - Laboratory Animal Caretaker II	14.41***	
99260 - Marketing Analyst	28.77	
99310 - Mortician	26.22	
99410 - Pest Controller	18.18	
99510 - Photofinishing Worker	13.78***	
99710 - Recycling Laborer	17.36	
99711 - Recycling Specialist	21.31	
99730 - Refuse Collector	15.30	
99810 - Sales Clerk	12.37***	
99820 - School Crossing Guard	14.79***	
99830 - Survey Party Chief	25.19	
99831 - Surveying Aide	16.38	
99832 - Surveying Technician	22.43	
99840 - Vending Machine Attendant	20.69	
99841 - Vending Machine Repairer	23.57	
99842 - Vending Machine Repairer Helper	20.69	

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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 11 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 AK

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

Wage Determination No.: 2015-5683
 Daniel W. Simms Division of | Revision No.: 16
 Director Wage Determinations | Date Of Last Revision: 07/26/2022

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: | With certain exceptions Executive Order 14026 applies to the contract. | The contractor must pay all covered workers | at least \$15.00 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 2022. |

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: | With certain exceptions Executive Order 13658 applies to the contract. | The contractor must pay all covered workers | at least \$11.25 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 2022. |

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Alaska

Area: Alaska Borough of Fairbanks North

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.89
01012 - Accounting Clerk II		21.22
01013 - Accounting Clerk III		23.73
01020 - Administrative Assistant		29.41
01035 - Court Reporter		20.45

01041 - Customer Service Representative I	14.81***
01042 - Customer Service Representative II	16.28
01043 - Customer Service Representative III	18.14
01051 - Data Entry Operator I	14.92***
01052 - Data Entry Operator II	17.86
01060 - Dispatcher Motor Vehicle	26.36
01070 - Document Preparation Clerk	16.29
01090 - Duplicating Machine Operator	16.29
01111 - General Clerk I	18.02
01112 - General Clerk II	19.65
01113 - General Clerk III	22.07
01120 - Housing Referral Assistant	22.80
01141 - Messenger Courier	15.60
01191 - Order Clerk I	17.00
01192 - Order Clerk II	18.55
01261 - Personnel Assistant (Employment) I	19.07
01262 - Personnel Assistant (Employment) II	21.33
01263 - Personnel Assistant (Employment) III	23.79
01270 - Production Control Clerk	29.72
01290 - Rental Clerk	21.02
01300 - Scheduler Maintenance	18.27
01311 - Secretary I	18.27
01312 - Secretary II	20.45
01313 - Secretary III	22.80
01320 - Service Order Dispatcher	23.57
01410 - Supply Technician	29.41
01420 - Survey Worker	20.45
01460 - Switchboard Operator/Receptionist	17.51
01531 - Travel Clerk I	17.35
01532 - Travel Clerk II	19.15
01533 - Travel Clerk III	21.15
01611 - Word Processor I	16.29
01612 - Word Processor II	18.27
01613 - Word Processor III	20.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	29.33
05010 - Automotive Electrician	30.22
05040 - Automotive Glass Installer	28.38
05070 - Automotive Worker	28.38
05110 - Mobile Equipment Servicer	24.66
05130 - Motor Equipment Metal Mechanic	32.08
05160 - Motor Equipment Metal Worker	28.38
05190 - Motor Vehicle Mechanic	32.08
05220 - Motor Vehicle Mechanic Helper	22.82
05250 - Motor Vehicle Upholstery Worker	26.51
05280 - Motor Vehicle Wrecker	28.38
05310 - Painter Automotive	30.22
05340 - Radiator Repair Specialist	28.38
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	32.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	23.40
07041 - Cook I	22.00
07042 - Cook II	25.31
07070 - Dishwasher	14.30***

07130 - Food Service Worker	15.13
07210 - Meat Cutter	23.38
07260 - Waiter/Waitress	11.91***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	35.41
09040 - Furniture Handler	22.40
09080 - Furniture Refinisher	35.41
09090 - Furniture Refinisher Helper	26.73
09110 - Furniture Repairer Minor	31.06
09130 - Upholsterer	35.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.52***
11060 - Elevator Operator	17.23
11090 - Gardener	27.74
11122 - Housekeeping Aide	17.23
11150 - Janitor	17.23
11210 - Laborer Grounds Maintenance	21.50
11240 - Maid or Houseman	15.31
11260 - Pruner	19.42
11270 - Tractor Operator	25.66
11330 - Trail Maintenance Worker	21.50
11360 - Window Cleaner	19.07
12000 - Health Occupations	
12010 - Ambulance Driver	26.51
12011 - Breath Alcohol Technician	26.51
12012 - Certified Occupational Therapist Assistant	36.37
12015 - Certified Physical Therapist Assistant	36.37
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	58.05
12030 - EKG Technician	40.18
12035 - Electroneurodiagnostic Technologist	40.18
12040 - Emergency Medical Technician	26.51
12071 - Licensed Practical Nurse I	23.69
12072 - Licensed Practical Nurse II	26.51
12073 - Licensed Practical Nurse III	29.55
12100 - Medical Assistant	22.38
12130 - Medical Laboratory Technician	33.84
12160 - Medical Record Clerk	22.08
12190 - Medical Record Technician	24.69
12195 - Medical Transcriptionist	23.69
12210 - Nuclear Medicine Technologist	58.26
12221 - Nursing Assistant I	15.55
12222 - Nursing Assistant II	17.49
12223 - Nursing Assistant III	19.09
12224 - Nursing Assistant IV	21.42
12235 - Optical Dispenser	26.51
12236 - Optical Technician	23.69
12250 - Pharmacy Technician	22.38
12280 - Phlebotomist	21.99
12305 - Radiologic Technologist	38.72
12311 - Registered Nurse I	32.84
12312 - Registered Nurse II	40.18
12313 - Registered Nurse II Specialist	40.18
12314 - Registered Nurse III	48.60
12315 - Registered Nurse III Anesthetist	48.60

12316 - Registered Nurse IV	58.26	
12317 - Scheduler (Drug and Alcohol Testing)		32.84
12320 - Substance Abuse Treatment Counselor		29.86
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	27.00	
13012 - Exhibits Specialist II	33.44	
13013 - Exhibits Specialist III	40.90	
13041 - Illustrator I	27.00	
13042 - Illustrator II	33.44	
13043 - Illustrator III	40.90	
13047 - Librarian	36.07	
13050 - Library Aide/Clerk	17.56	
13054 - Library Information Technology Systems Administrator		32.56
13058 - Library Technician	24.59	
13061 - Media Specialist I	23.50	
13062 - Media Specialist II	26.29	
13063 - Media Specialist III	29.31	
13071 - Photographer I	24.13	
13072 - Photographer II	27.00	
13073 - Photographer III	33.44	
13074 - Photographer IV	40.90	
13075 - Photographer V	48.19	
13090 - Technical Order Library Clerk	21.87	
13110 - Video Teleconference Technician	24.13	
14000 - Information Technology Occupations		
14041 - Computer Operator I	19.44	
14042 - Computer Operator II	21.75	
14043 - Computer Operator III	24.47	
14044 - Computer Operator IV	27.20	
14045 - Computer Operator V	30.12	
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	19.62	
14160 - Personal Computer Support Technician	27.62	
14170 - System Support Specialist	30.12	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.09
15020 - Aircrew Training Devices Instructor (Rated)		41.24
15030 - Air Crew Training Devices Instructor (Pilot)		49.42
15050 - Computer Based Training Specialist / Instructor		34.09
15060 - Educational Technologist	38.26	
15070 - Flight Instructor (Pilot)	49.42	
15080 - Graphic Artist	42.39	
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.42
15086 - Maintenance Test Pilot Rotary Wing		49.42
15088 - Non-Maintenance Test/Co-Pilot		49.42
15090 - Technical Instructor	34.65	
15095 - Technical Instructor/Course Developer		42.39
15110 - Test Proctor	27.97	

15120 - Tutor	27.97	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler	13.11***	
16030 - Counter Attendant	13.11***	
16040 - Dry Cleaner	16.70	
16070 - Finisher Flatwork Machine	13.11***	
16090 - Presser Hand	13.11***	
16110 - Presser Machine Drycleaning	13.11***	
16130 - Presser Machine Shirts	13.11***	
16160 - Presser Machine Wearing Apparel Laundry	13.11***	
16190 - Sewing Machine Operator	17.88	
16220 - Tailor	19.10	
16250 - Washer Machine	14.33***	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	37.74	
19040 - Tool And Die Maker	47.04	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	21.52	
21030 - Material Coordinator	29.72	
21040 - Material Expediter	29.72	
21050 - Material Handling Laborer	19.00	
21071 - Order Filler	17.45	
21080 - Production Line Worker (Food Processing)	21.52	
21110 - Shipping Packer	26.34	
21130 - Shipping/Receiving Clerk	26.34	
21140 - Store Worker I	17.11	
21150 - Stock Clerk	23.32	
21210 - Tools And Parts Attendant	21.52	
21410 - Warehouse Specialist	21.52	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	37.37	
23019 - Aircraft Logs and Records Technician	29.21	
23021 - Aircraft Mechanic I	35.35	
23022 - Aircraft Mechanic II	37.37	
23023 - Aircraft Mechanic III	39.44	
23040 - Aircraft Mechanic Helper	25.15	
23050 - Aircraft Painter	33.30	
23060 - Aircraft Servicer	29.21	
23070 - Aircraft Survival Flight Equipment Technician	33.30	
23080 - Aircraft Worker	31.27	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.27	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.35	
23110 - Appliance Mechanic	35.41	
23120 - Bicycle Repairer	30.81	
23125 - Cable Splicer	41.35	
23130 - Carpenter Maintenance	33.22	
23140 - Carpet Layer	35.45	
23160 - Electrician Maintenance	38.30	
23181 - Electronics Technician Maintenance I	36.35	
23182 - Electronics Technician Maintenance II	38.70	
23183 - Electronics Technician Maintenance III	41.09	
23260 - Fabric Worker	33.11	
23290 - Fire Alarm System Mechanic	40.07	

23310 - Fire Extinguisher Repairer	30.81
23311 - Fuel Distribution System Mechanic	40.07
23312 - Fuel Distribution System Operator	30.81
23370 - General Maintenance Worker	26.75
23380 - Ground Support Equipment Mechanic	35.35
23381 - Ground Support Equipment Servicer	29.21
23382 - Ground Support Equipment Worker	31.27
23391 - Gunsmith I	30.81
23392 - Gunsmith II	35.45
23393 - Gunsmith III	40.07
23410 - Heating Ventilation And Air-Conditioning Mechanic	36.82
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	38.93
23430 - Heavy Equipment Mechanic	43.31
23440 - Heavy Equipment Operator	36.05
23460 - Instrument Mechanic	40.07
23465 - Laboratory/Shelter Mechanic	37.74
23470 - Laborer	19.00
23510 - Locksmith	37.74
23530 - Machinery Maintenance Mechanic	39.25
23550 - Machinist Maintenance	39.22
23580 - Maintenance Trades Helper	19.42
23591 - Metrology Technician I	40.07
23592 - Metrology Technician II	42.36
23593 - Metrology Technician III	44.70
23640 - Millwright	40.07
23710 - Office Appliance Repairer	37.74
23760 - Painter Maintenance	33.19
23790 - Pipefitter Maintenance	41.75
23810 - Plumber Maintenance	39.32
23820 - Pneudraulic Systems Mechanic	40.07
23850 - Rigger	40.07
23870 - Scale Mechanic	35.45
23890 - Sheet-Metal Worker Maintenance	43.27
23910 - Small Engine Mechanic	35.45
23931 - Telecommunications Mechanic I	39.23
23932 - Telecommunications Mechanic II	41.77
23950 - Telephone Lineman	40.07
23960 - Welder Combination Maintenance	36.98
23965 - Well Driller	37.59
23970 - Woodcraft Worker	40.07
23980 - Woodworker	30.81
24000 - Personal Needs Occupations	
24550 - Case Manager	21.59
24570 - Child Care Attendant	17.74
24580 - Child Care Center Clerk	22.13
24610 - Chore Aide	17.45
24620 - Family Readiness And Support Services Coordinator	21.59
24630 - Homemaker	21.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.68
25040 - Sewage Plant Operator	37.27
25070 - Stationary Engineer	38.68

25190 - Ventilation Equipment Tender	27.51
25210 - Water Treatment Plant Operator	37.27
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.62
27007 - Baggage Inspector	20.01
27008 - Corrections Officer	27.17
27010 - Court Security Officer	27.13
27030 - Detection Dog Handler	22.38
27040 - Detention Officer	27.17
27070 - Firefighter	27.13
27101 - Guard I	20.01
27102 - Guard II	22.38
27131 - Police Officer I	38.74
27132 - Police Officer II	43.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.66
28042 - Carnival Equipment Repairer	18.72
28043 - Carnival Worker	13.54***
28210 - Gate Attendant/Gate Tender	28.91
28310 - Lifeguard	24.31
28350 - Park Attendant (Aide)	32.34
28510 - Recreation Aide/Health Facility Attendant	23.61
28515 - Recreation Specialist	43.96
28630 - Sports Official	25.76
28690 - Swimming Pool Operator	26.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.45
29020 - Hatch Tender	35.45
29030 - Line Handler	35.45
29041 - Stevedore I	33.11
29042 - Stevedore II	37.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.31
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.16
30021 - Archeological Technician I	23.41
30022 - Archeological Technician II	27.28
30023 - Archeological Technician III	29.46
30030 - Cartographic Technician	31.78
30040 - Civil Engineering Technician	32.97
30051 - Cryogenic Technician I	28.14
30052 - Cryogenic Technician II	31.08
30061 - Drafter/CAD Operator I	23.41
30062 - Drafter/CAD Operator II	27.28
30063 - Drafter/CAD Operator III	29.19
30064 - Drafter/CAD Operator IV	34.79
30081 - Engineering Technician I	22.72
30082 - Engineering Technician II	26.56
30083 - Engineering Technician III	29.74
30084 - Engineering Technician IV	33.02
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	45.77
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	25.41
30210 - Laboratory Technician	26.61

30221 - Latent Fingerprint Technician I	28.14	
30222 - Latent Fingerprint Technician II	31.08	
30240 - Mathematical Technician	32.95	
30361 - Paralegal/Legal Assistant I	23.18	
30362 - Paralegal/Legal Assistant II	28.72	
30363 - Paralegal/Legal Assistant III	35.13	
30364 - Paralegal/Legal Assistant IV	42.50	
30375 - Petroleum Supply Specialist	31.08	
30390 - Photo-Optics Technician	32.95	
30395 - Radiation Control Technician	31.08	
30461 - Technical Writer I	25.37	
30462 - Technical Writer II	31.03	
30463 - Technical Writer III	41.12	
30491 - Unexploded Ordnance (UXO) Technician I		29.43
30492 - Unexploded Ordnance (UXO) Technician II		35.61
30493 - Unexploded Ordnance (UXO) Technician III		42.68
30494 - Unexploded (UXO) Safety Escort		29.43
30495 - Unexploded (UXO) Sweep Personnel		29.43
30501 - Weather Forecaster I	34.79	
30502 - Weather Forecaster II	42.32	
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	29.19
30621 - Weather Observer Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.61	
31020 - Bus Aide	21.31	
31030 - Bus Driver	30.25	
31043 - Driver Courier	21.23	
31260 - Parking and Lot Attendant		17.49
31290 - Shuttle Bus Driver		21.91
31310 - Taxi Driver	20.94	
31361 - Truckdriver Light	22.95	
31362 - Truckdriver Medium	24.67	
31363 - Truckdriver Heavy	29.61	
31364 - Truckdriver Tractor-Trailer	29.61	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.36
99030 - Cashier	14.75***	
99050 - Desk Clerk	15.59	
99095 - Embalmer	29.43	
99130 - Flight Follower	29.43	
99251 - Laboratory Animal Caretaker I		19.87
99252 - Laboratory Animal Caretaker II		27.41
99260 - Marketing Analyst	28.00	
99310 - Mortician	29.43	
99410 - Pest Controller	29.46	
99510 - Photofinishing Worker	15.47	
99710 - Recycling Laborer	25.38	
99711 - Recycling Specialist	30.29	
99730 - Refuse Collector	22.92	
99810 - Sales Clerk	14.47***	
99820 - School Crossing Guard		19.19
99830 - Survey Party Chief	34.96	
99831 - Surveying Aide	23.28	
99832 - Surveying Technician	31.78	

99840 - Vending Machine Attendant	25.36
99841 - Vending Machine Repairer	31.54
99842 - Vending Machine Repairer Helper	25.36

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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 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))."

Section E - Inspection and Acceptance

Section F - Deliveries or Performance

DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	DODAAC / CAGE
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Section I - Contract Clauses

CLAUSES INCORPORATED BY REFERENCE

52.202-1	Definitions	JUN 2020
52.203-3	Gratuities	APR 1984
52.203-5	Covenant Against Contingent Fees	MAY 2014
52.203-7	Anti-Kickback Procedures	JUN 2020
52.203-11	Certification And Disclosure Regarding Payments To Influence Certain Federal Transactions	SEP 2007
52.203-12	Limitation On Payments To Influence Certain Federal Transactions	JUN 2020
52.203-17	Contractor Employee Whistleblower Rights and Requirement To Inform Employees of Whistleblower Rights	JUN 2020
52.204-4	Printed or Copied Double-Sided on Postconsumer Fiber Content Paper	MAY 2011
52.204-7	System for Award Management	OCT 2018
52.204-13	System for Award Management Maintenance	OCT 2018
52.204-24	Representation Regarding Certain Telecommunications and Video Surveillance Services or Equipment	NOV 2021
52.204-26	Covered Telecommunications Equipment or Services--Representation.	OCT 2020
52.209-2	Prohibition on Contracting with Inverted Domestic Corporations--Representation	NOV 2015
52.209-10	Prohibition on Contracting With Inverted Domestic Corporations	NOV 2015
52.212-1	Instructions to Offerors--Commercial Products and Commercial Services	NOV 2021
52.212-3	Offeror Representations and Certifications--Commercial Products and Commercial Services	MAY 2022
52.212-4	Contract Terms and Conditions--Commercial Products and Commercial Services	NOV 2021
52.222-50	Combating Trafficking in Persons	NOV 2021
52.223-2	Affirmative Procurement of Biobased Products Under Service and Construction Contracts	SEP 2013
52.223-3	Hazardous Material Identification And Material Safety Data	FEB 2021
52.223-5	Pollution Prevention and Right-to-Know Information	MAY 2011
52.223-5	Pollution Prevention and Right-to-Know Information	MAY 2011
52.223-10	Waste Reduction Program	MAY 2011
52.223-10	Waste Reduction Program	MAY 2011
52.223-11	Ozone-Depleting Substances and High Global Warming Potential Hydrofluorocarbons.	JUN 2016
52.223-12	Maintenance, Service, Repair, or Disposal of Refrigeration Equipment and Air Conditioners.	JUN 2016
52.223-15	Energy Efficiency in Energy-Consuming Products	MAY 2020
52.223-18	Encouraging Contractor Policies To Ban Text Messaging While Driving	JUN 2020
52.223-19	Compliance with Environmental Management Systems	MAY 2011
52.223-20	Aerosols	JUN 2016
52.223-21	Foams	JUN 2016
52.228-5	Insurance - Work On A Government Installation	JAN 1997
52.232-8	Discounts For Prompt Payment	FEB 2002
52.232-39	Unenforceability of Unauthorized Obligations	JUN 2013

52.232-40	Providing Accelerated Payments to Small Business Subcontractors	NOV 2021
52.233-1	Disputes	MAY 2014
52.236-3	Site Investigation and Conditions Affecting the Work	APR 1984
52.236-7	Permits and Responsibilities	NOV 1991
52.236-9	Protection of Existing Vegetation, Structures, Equipment, Utilities, and Improvements	APR 1984
52.236-10	Operations and Storage Areas	APR 1984
52.236-12	Cleaning Up	APR 1984
52.236-13	Accident Prevention	NOV 1991
52.237-1	Site Visit	APR 1984
52.237-2	Protection Of Government Buildings, Equipment, And Vegetation	APR 1984
52.241-13	Capital Credits	FEB 1995
52.242-13	Bankruptcy	JUL 1995
52.243-1 Alt I	Changes--Fixed Price (Aug 1987) - Alternate I	APR 1984
52.246-4	Inspection Of Services--Fixed Price	AUG 1996
52.249-4	Termination For Convenience Of The Government (Services) (Short Form)	APR 1984
52.249-8	Default (Fixed-Price Supply & Service)	APR 1984
252.203-7000	Requirements Relating to Compensation of Former DoD Officials	SEP 2011
252.203-7002	Requirement to Inform Employees of Whistleblower Rights	SEP 2013
252.203-7003	Agency Office of the Inspector General	AUG 2019
252.203-7005	Representation Relating to Compensation of Former DoD Officials	NOV 2011
252.204-7003	Control Of Government Personnel Work Product	APR 1992
252.204-7006	Billing Instructions	OCT 2005
252.204-7012	Safeguarding Covered Defense Information and Cyber Incident Reporting	DEC 2019
252.204-7015	Notice of Authorized Disclosure of Information for Litigation Support	MAY 2016
252.204-7016	Covered Defense Telecommunications Equipment or Services -- Representation	DEC 2019
252.204-7017	Prohibition on the Acquisition of Covered Defense Telecommunications Equipment or Services -- Representation	MAY 2021
252.204-7018	Prohibition on the Acquisition of Covered Defense Telecommunications Equipment or Services	JAN 2021
252.204-7019	Notice of NIST SP 800-171 DoD Assessment Requirements	MAR 2022
252.204-7020	NIST SP 800-171 DoD Assessment Requirements	MAR 2022
252.209-7004	Subcontracting With Firms That Are Owned or Controlled By The Government of a Country that is a State Sponsor of Terrorism	MAY 2019
252.209-7998 (Dev)	Representation Regarding Conviction of a Felony Criminal Violation under any Federal or State Law	MAR 2012
252.209-7999 (Dev)	Representation by Corporations Regarding an Unpaid Delinquent Tax Liability or a Felony Conviction under any Federal Law (Deviation)	JAN 2012
252.209-7999 (Dev)	Representation by Corporations Regarding an Unpaid Delinquent Tax Liability or a Felony Conviction under any Federal Law (Deviation)	JAN 2012
252.211-7003	Item Unique Identification and Valuation	MAR 2022
252.225-7048	Export-Controlled Items	JUN 2013
252.232-7003	Electronic Submission of Payment Requests and Receiving Reports	DEC 2018

252.232-7010 Levies on Contract Payments
 252.244-7000 Subcontracts for Commercial Items

DEC 2006
 JAN 2021

CLAUSES INCORPORATED BY FULL TEXT

52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS--COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES (MAY 2022)

(a) The Contractor shall comply with the following Federal Acquisition Regulation (FAR) clauses, which are incorporated in this contract by reference, to implement provisions of law or Executive orders applicable to acquisitions of commercial products and commercial services:

(1) 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).

(2) 52.204-23, Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (NOV 2021) (Section 1634 of Pub. L. 115-91).

(3) 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment. (NOV 2021) (Section 889(a)(1)(A) of Pub. L. 115-232).

(4) 52.209-10, Prohibition on Contracting with Inverted Domestic Corporations (Nov 2015).

(5) 52.233-3, Protest After Award (AUG 1996) (31 U.S.C. 3553).

(6) 52.233-4, Applicable Law for Breach of Contract Claim (OCT 2004) (Public Laws 108-77 and 108-78 (19 U.S.C. 3805 note)).

(b) The Contractor shall comply with the FAR clauses in this paragraph (b) that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial products and commercial services: [Contracting Officer check as appropriate.]

X (1) 52.203-6, Restrictions on Subcontractor Sales to the Government (JUN 2020), with Alternate I (NOV 2021) (41 U.S.C. 4704 and 10 U.S.C. 2402).

X (2) 52.203-13, Contractor Code of Business Ethics and Conduct (NOV 2021) (41 U.S.C. 3509).

___ (3) 52.203-15, Whistleblower Protections under the American Recovery and Reinvestment Act of 2009 (JUN 2010) (Section 1553 of Pub. L. 111-5). (Applies to contracts funded by the American Recovery and Reinvestment Act of 2009.)

X (4) 52.204-10, Reporting Executive Compensation and First-Tier Subcontract Awards (JUN 2020) (Pub. L. 109-282) (31 U.S.C. 6101 note).

___ (5) [Reserved]

___ (6) 52.204-14, Service Contract Reporting Requirements (Oct 2016) (Pub. L. 111-117, section 743 of Div. C).

___ (7) 52.204-15, Service Contract Reporting Requirements for Indefinite-Delivery Contracts (Oct 2016) (Pub. L. 111-117, section 743 of Div. C).

___ (8) 52.209-6, Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment. (NOV 2021) (31 U.S.C. 6101 note).

___ (9) 52.209-9, Updates of Publicly Available Information Regarding Responsibility Matters (OCT 2018) (41 U.S.C. 2313).

___ (10) [Reserved]

___ (11) 52.219-3, Notice of HUBZone Set-Aside or Sole-Source Award (SEP 2021) (15 U.S.C. 657a).

___ (12) 52.219-4, Notice of Price Evaluation Preference for HUBZone Small Business Concerns (SEP 2021) (if the offeror elects to waive the preference, it shall so indicate in its offer) (15 U.S.C. 657a).

___ (13) [Reserved]

X (14)(i) 52.219-6, Notice of Total Small Business Set-Aside (NOV 2020) (15 U.S.C. 644).

___ (ii) Alternate I (MAR 2020) of 52.219-6.

___ (15)(i) 52.219-7, Notice of Partial Small Business Set-Aside (NOV 2020) (15 U.S.C. 644).

___ (ii) Alternate I (MAR 2020) of 52.219-7.

___ (16) 52.219-8, Utilization of Small Business Concerns (OCT 2018) (15 U.S.C. 637(d)(2) and (3)).

___ (17)(i) 52.219-9, Small Business Subcontracting Plan (NOV 2021) (15 U.S.C. 637(d)(4)).

___ (ii) Alternate I (NOV 2016) of 52.219-9.

___ (iii) Alternate II (NOV 2016) of 52.219-9.

___ (iv) Alternate III (JUN 2020) of 52.219-9.

___ (v) Alternate IV (SEP 2021) of 52.219-9.

___ (18) (i) 52.219-13, Notice of Set-Aside of Orders (MAR 2020) (15 U.S.C. 644(r)).

___ (ii) Alternate I (MAR 2020) of 52.219-13.

___ (19) 52.219-14, Limitations on Subcontracting (SEP 2021) (15 U.S.C. 657s).

___ (20) 52.219-16, Liquidated Damages—Subcontracting Plan (SEP 2021) (15 U.S.C. 637(d)(4)(F)(i)).

___ (21) 52.219-27, Notice of Service-Disabled Veteran-Owned Small Business Set-Aside (SEP 2021) (15 U.S.C. 657f).

___ (22) (i) 52.219-28, Post-Award Small Business Program Rerepresentation (SEP 2021) (15 U.S.C. 632(a)(2)).

___ (ii) Alternate I (MAR 2020) of 52.219-28.

___ (23) 52.219-29, Notice of Set-Aside for, or Sole-Source Award to, Economically Disadvantaged Women-Owned Small Business Concerns (SEP 2021) (15 U.S.C. 637(m)).

___ (24) 52.219-30, Notice of Set-Aside for, or Sole-Source Award to, Women-Owned Small Business Concerns Eligible Under the Women-Owned Small Business Program (SEP 2021) (15 U.S.C. 637(m)).

X (25) 52.219-32, Orders Issued Directly Under Small Business Reserves (MAR 2020) (15 U.S.C. 644(r)).

X (26) 52.219-33, Nonmanufacturer Rule (SEP 2021) (15 U.S.C. 657s).

X (27) 52.222-3, Convict Labor (JUN 2003) (E.O. 11755).

x(28) 52.222-19, Child Labor--Cooperation with Authorities and Remedies (JAN 2022) (E.O. 13126).

X (29) 52.222-21, Prohibition of Segregated Facilities (APR 2015).

X (30)(i) 52.222-26, Equal Opportunity (SEPT 2016) (E.O. 11246).

(ii) Alternate I (FEB 1999) of 52.222-26.

X (31)(i) 52.222-35, Equal Opportunity for Veterans (JUN 2020) (38 U.S.C. 4212).

(ii) Alternate I (JUL 2014) of 52.222-35.

X (32)(i) 52.222-36, Equal Opportunity for Workers with Disabilities (JUN 2020) (29 U.S.C. 793).

(ii) Alternate I (JUL 2014) of 52.222-36.

X (33) 52.222-37, Employment Reports on Veterans (JUN 2020) (38 U.S.C. 4212).

____ (34) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (DEC 2010) (E.O. 13496).

____ (35)(i) 52.222-50, Combating Trafficking in Persons (NOV 2021) (22 U.S.C. chapter 78 and E.O. 13627).

____ (ii) Alternate I (MAR 2015) of 52.222-50 (22 U.S.C. chapter 78 and E.O. 13627).

____ (36) 52.222-54, Employment Eligibility Verification (MAY 2022). (E. O. 12989). (Not applicable to the acquisition of commercially available off-the-shelf items or certain other types of commercial products or commercial services as prescribed in FAR 22.1803.)

____ (37)(i) 52.223-9, Estimate of Percentage of Recovered Material Content for EPA–Designated Items (MAY 2008) (42 U.S.C. 6962(c)(3)(A)(ii)). (Not applicable to the acquisition of commercially available off-the-shelf items.)

____ (ii) Alternate I (MAY 2008) of 52.223-9 (42 U.S.C. 6962(i)(2)(C)). (Not applicable to the acquisition of commercially available off-the-shelf items.)

____ (38) 52.223-11, Ozone-Depleting Substances and High Global Warming Potential Hydrofluorocarbons (JUN 2016) (E.O. 13693).

____ (39) 52.223-12, Maintenance, Service, Repair, or Disposal of Refrigeration Equipment and Air Conditioners (JUN 2016) (E.O. 13693).

____ (40) (i) 52.223-13, Acquisition of EPEAT® Registered Imaging Equipment (JUN 2014) (E.O.s 13423 and 13514).

____ (ii) Alternate I (OCT 2015) of 52.223-13.

____ (41)(i) 52.223-14, Acquisition of EPEAT® Registered Televisions (JUN 2014) (E.O.s 13423 and 13514).

____ (ii) Alternate I (JUN 2014) of 52.223-14.

____ (42) 52.223-15, Energy Efficiency in Energy-Consuming Products (MAY 2020) (42 U.S.C. 8259b).

____ (43)(i) 52.223-16, Acquisition of EPEAT®-Registered Personal Computer Products (OCT 2015) (E.O.s 13423 and 13514).

____ (ii) Alternate I (JUN 2014) of 52.223-16.

X (44) 52.223-18, Encouraging Contractor Policies to Ban Text Messaging While Driving (JUN 2020) (E.O. 13513).

____ (45) 52.223-20, Aerosols (JUN 2016) (E.O. 13693).

____ (46) 52.223-21, Foams (JUN 2016) (E.O. 13693).

____ (47)(i) 52.224-3, Privacy Training (JAN 2017) (5 U.S.C. 552a).

____ (ii) Alternate I (JAN 2017) of 52.224-3.

____ (48) 52.225-1, Buy American--Supplies (NOV 2021) (41 U.S.C. chapter 83).

X (49) (i) 52.225-3, Buy American--Free Trade Agreements--Israeli Trade Act (NOV 2021) (41 U.S.C. chapter 83, 19 U.S.C. 3301 note, 19 U.S.C. 2112 note, 19 U.S.C. 3805 note, 19 U.S.C. 4001 note, Pub. L. 103-182, 108-77, 108-78, 108-286, 108-302, 109-53, 109-169, 109-283, 110-138, 112-41, 112-42, and 112-43).

____ (ii) Alternate I (JAN 2021) of 52.225-3.

____ (iii) Alternate II (JAN 2021) of 52.225-3.

____ (iv) Alternate III (JAN 2021) of 52.225-3.

____ (50) 52.225-5, Trade Agreements (OCT 2019) 19 U.S.C. 2501, et seq., 19 U.S.C. 3301 note).

X (51) 52.225-13, Restrictions on Certain Foreign Purchases (FEB 2021) (E.O.'s, proclamations, and statutes administered by the Office of Foreign Assets Control of the Department of the Treasury).

____ (52) 52.225-26, Contractors Performing Private Security Functions Outside the United States (OCT 2016) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).

____ (53) 52.226-4, Notice of Disaster or Emergency Area Set-Aside (NOV 2007) (42 U.S.C. 5150

____ (54) 52.226-5, Restrictions on Subcontracting Outside Disaster or Emergency Area (NOV 2007) (42 U.S.C. 5150).

____ (55) 52.229-12, Tax on Certain Foreign Procurements (FEB 2021).

____ (56) 52.232-29, Terms for Financing of Purchases of Commercial Products and Commercial Services (NOV 2021) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).

____ (57) 52.232-30, Installment Payments for Commercial Products and Commercial Services (NOV 2021) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).

X (58) 52.232-33, Payment by Electronic Funds Transfer—System for Award Management (OCT 2018) (31 U.S.C. 3332).

____ (59) 52.232-34, Payment by Electronic Funds Transfer—Other than System for Award Management (JUL 2013) (31 U.S.C. 3332).

____ (60) 52.232-36, Payment by Third Party (MAY 2014) (31 U.S.C. 3332).

____ (61) 52.239-1, Privacy or Security Safeguards (AUG 1996) (5 U.S.C. 552a).

____ (62) 52.242-5, Payments to Small Business Subcontractors (JAN 2017)(15 U.S.C. 637(d)(13)).

____ (63)(i) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (NOV 2021) (46 U.S.C. 55305 and 10 U.S.C. 2631).

____ (ii) Alternate I (APR 2003) of 52.247-64.

____ (iii) Alternate II (NOV 2021) of 52.247-64.

(c) The Contractor shall comply with the FAR clauses in this paragraph (c), applicable to commercial services, that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial products and commercial services: [Contracting Officer check as appropriate.]

X (1) 52.222-41, Service Contract Labor Standards (AUG 2018) (41 U.S.C. chapter 67).

X (2) 52.222-42, Statement of Equivalent Rates for Federal Hires (MAY 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

X (3) 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards--Price Adjustment (Multiple Year and Option Contracts) (AUG 2018) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

X (4) 52.222-44, Fair Labor Standards Act and Service Contract Labor Standards--Price Adjustment (MAY 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

____ (5) 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment--Requirements (MAY 2014) (41 U.S.C. chapter 67).

____ (6) 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services--Requirements (MAY 2014) (41 U.S.C. chapter 67).

XX (7) 52.222-55, Minimum Wages for Contractor Workers Under Executive Order 14026 (JAN 2022) (E.O. 13658).

XX (8) 52.222-62, Paid Sick Leave Under Executive Order 13706 (JAN 2022) (E.O. 13706).

____ (9) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations (JUN 2020) (42 U.S.C. 1792).

(d) Comptroller General Examination of Record. The Contractor shall comply with the provisions of this paragraph (d) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, as defined in FAR 2.101, on the date of award of this contract, and does not contain the clause at 52.215-2, Audit and Records--Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(e) (1) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c), and (d) of this clause, the Contractor is not required to flow down any FAR clause, other than those in this paragraph (e)(1) in a subcontract for commercial products or commercial services. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause—

(i) 52.203-13, Contractor Code of Business Ethics and Conduct (NOV 2021) (41 U.S.C. 3509).

(ii) 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).

(iii) 52.204-23, Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (NOV 2021) (Section 1634 of Pub. L. 115-91).

(iv) 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment. (NOV 2021) (Section 889(a)(1)(A) of Pub. L. 115-232).

(v) 52.219-8, Utilization of Small Business Concerns (Oct 2018) (15 U.S.C. 637(d)(2) and (3)), in all subcontracts that offer further subcontracting opportunities. If the subcontract (except subcontracts to small business concerns) exceeds the applicable threshold specified in FAR 19.702(a) on the date of subcontract award, the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.

(vi) 52.222-21, Prohibition of Segregated Facilities (Apr 2015).

(vii) 52.222-26, Equal Opportunity (Sep 2016) (E.O. 11246).

(viii) 52.222-35, Equal Opportunity for Veterans (JUN 2020) (38 U.S.C. 4212).

(ix) 52.222-36, Equal Opportunity for Workers with Disabilities (JUN 2020) (29 U.S.C. 793).

(x) 52.222-37, Employment Reports on Veterans (JUN 2020) (38 U.S.C. 4212).

(xi) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (E.O. 13496). Flow down required in accordance with paragraph (f) of FAR clause 52.222-40.

(xii) 52.222-41, Service Contract Labor Standards (Aug 2018), (41 U.S.C. chapter 67).

(xiii) ____ (A) 52.222-50, Combating Trafficking in Persons (NOV 2021) (22 U.S.C. chapter 78 and E.O. 13627).

- ____ (B) Alternate I (March 2, 2015) of 52.222-50 (22 U.S.C. chapter 78 and E.O. 13627).
- (xiv) 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment--Requirements (May 2014) (41 U.S.C. chapter 67.)
- (xv) 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services--Requirements (May 2014) (41 U.S.C. chapter 67)
- (xvi) 52.222-54, Employment Eligibility Verification (MAY 2022) (E. O. 12989).
- (xvii) 52.222-55, Minimum Wages for Contractor Workers Under Executive Order 14026 (JAN 2022) (E.O. 13658).
- (xviii) [52.222-62](#), Paid Sick Leave Under Executive Order 13706 (JAN 2022) (E.O. 13706).
- (xix) (A) [52.224-3](#), Privacy Training (Jan 2017) ([5 U.S.C. 552a](#)).
- (B) Alternate I (Jan 2017) of [52.224-3](#).
- (xx) 52.225-26, Contractors Performing Private Security Functions Outside the United States (Oct 2016) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).
- (xxi) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations. (JUN 2020) (42 U.S.C. 1792). Flow down required in accordance with paragraph (e) of FAR clause 52.226-6.
- (xxii) 52.247-64, Preference for Privately-Owned U.S. Flag Commercial Vessels (NOV 2021) (46 U.S.C. 55305 and 10 U.S.C. 2631). Flow down required in accordance with paragraph (d) of FAR clause 52.247-64.
- (2) While not required, the Contractor may include in its subcontracts for commercial products and commercial services a minimal number of additional clauses necessary to satisfy its contractual obligations.
- (End of clause)

52.217-8 OPTION TO EXTEND SERVICES (NOV 1999)

The Government may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The Contracting Officer may exercise the option by written notice to the Contractor within 6 months.

(End of clause)

52.233-2 SERVICE OF PROTEST (SEP 2006)

- (a) Protests, as defined in section 33.101 of the Federal Acquisition Regulation, that are filed directly with an agency, and copies of any protests that are filed with the Government Accountability Office (GAO), shall

be served on the Contracting Officer (addressed as follows) by obtaining written and dated acknowledgment of receipt from

Lashanda Areghan
3909 Halls Ferry Road, BLDG 3000
Vicksburg, MS 39180 - 6199

(b) The copy of any protest shall be received in the office designated above within one day of filing a protest with the GAO.

(End of provision)

52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE (FEB 1998)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this/these address(es):

Acquisition.gov

(End of provision)

52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):

Acquisition.gov

(End of clause)

SAFETY CLAUSE

SAFETY CLAUSE

PROCESS FOR OBTAINING CURRENT REQUIREMENTS OF THE U.S. ARMY CORP OF ENGINEERS SAFETY AND HEALTH REQUIREMENTS MANUAL (EM 385-1-1)

Contractors are required to comply with the latest version, and all posted changes, of the U.S. Army Corps of Engineers Safety and Health Requirements Manual in effect on the issue date of this solicitation. EM 385-1-1 and changes are available on the Internet at

<http://www.hq.usace.army.mil> (at the HQ home page, select "Safety and Occupational Health", and then select "EM 385-1-1" for the manual, or "Changes to EM" for the most recent changes to the manual). Prior to making an offer, offerors should check the referenced website for the

latest changes. No separate payment will be made for compliance with the requirements of this paragraph, or for compliance with other safety requirements of the contract.

252.209-7998

252.209-7998 Representation Regarding Conviction of a Felony Criminal Violation under any Federal or State Law.

See [Class Deviation 2012-O0007](#), Prohibition Against Contracting with Corporations that Have a Felony Conviction, dated March 9, 2012. Contracting officers shall include the provision at 252.209-7998 in all solicitations that will use funds made available by Division H of the Consolidated Appropriations Act, 2012, including solicitations for acquisition of commercial items under FAR part 12, and shall apply the restrictions included in the deviation. This deviation is effective beginning March 9, 2012, and remains in effect until incorporated in the FAR or DFARS or otherwise rescinded.

252.209-7999

252.209-7999 Representation by Corporations Regarding an Unpaid Delinquent Tax Liability or a Felony Conviction under any Federal Law.

See [Class Deviation 2012-O0004](#), Prohibition Against Contracting With Corporations That Have an Unpaid Delinquent Tax Liability or a Felony Conviction under Federal Law, dated January 23, 2012. Contracting officers shall include this provision in all solicitations that will use funds made available by Division A of the Consolidated Appropriations Act, 2012, including solicitations for acquisition of commercial items under FAR part 12, and shall apply the restrictions included in the deviation. This deviation is effective beginning January 23, 2012, and remains in effect until incorporated in the FAR or DFARS or otherwise rescinded.