

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</i>				1. REQUISITION NUMBER F6FHHQ2210AW02		PAGE 1 OF 49	
2. CONTRACT NO. 47QRAA21D0014		3. AWARD/EFFECTIVE DATE 23-Sep-2022		4. ORDER NUMBER W50SC222F0002		5. SOLICITATION NUMBER W50SC222R0011	
7. FOR SOLICITATION INFORMATION CALL:		a. NAME ERIC M HOSS				b. TELEPHONE NUMBER (No Collect Calls) 8603864075	
9. ISSUED BY USPFO CT 103 MISSION SUPPORT CONTRACTING 161 RAINBOW ROAD BRADLEY ANGB EAST GRANBY CT 06026-9309 TEL: FAX:		CODE W50SC2		10. THIS ACQUISITION IS <input type="checkbox"/> UNRESTRICTED OR <input checked="" type="checkbox"/> SET ASIDE: 100 % FOR: <input type="checkbox"/> SMALL BUSINESS <input checked="" type="checkbox"/> WOMEN-OWNED SMALL BUSINESS (WOSB) <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> ELIGIBLE UNDER THE WOMEN-OWNED SMALL BUSINESS PROGRAM <input type="checkbox"/> SERVICE-DISABLED <input type="checkbox"/> EDWOSB <input type="checkbox"/> VETERAN-OWNED <input type="checkbox"/> 8(A) <small>NAICS: 541850 SIZE STANDARD: \$30,500,000</small>			
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 103D AW HEADQUARTERS F6FHHQ MARC MOJICA 161 RAINBOW ROAD EAST GRANBY CT 06026		CODE F6FHHQ		16. ADMINISTERED BY SEE ITEM 9			
17a. CONTRACTOR/ OFFEROR MSS MEDIA, INC. BARBARA GRESTCH 2100 CORAL WAY STE 602 MIAMI FL 33145-2657 TELEPHONE NO. 773-208-2992		CODE 868D7		FACILITY CODE 868D7		18a. PAYMENT WILL BE MADE BY DFAS DEAMS-F87700 ACCTG DISB STA NR 387700 DFAS DEAMS 27 ARKANSAS RD LIMESTONE ME 04751-6216	
17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER <input type="checkbox"/>		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 See Schedule						26. TOTAL AWARD AMOUNT (For Govt. Use Only) \$10,000.00	
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							
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							
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. REF: Proposal 15 SEP 22				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: SEE SCHEDULE			
30a. SIGNATURE OF OFFEROR/CONTRACTOR <i>Barbara Grestsch</i>				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)			
30b. NAME AND TITLE OF SIGNER (TYPE OR PRINT) Barbara Grestsch, CEO		30c. DATE SIGNED 9/19/22		31b. NAME OF CONTRACTING OFFICER (TYPE OR PRINT) ERIC M HOSS / CONTRACTING OFFICER TEL: 8603864075 EMAIL: eric.m.hoss.mil@army.mil		31c. DATE SIGNED 20-Sep-2022	

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS (CONTINUED)				PAGE 2 OF 49	
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	36. PAYMENT	
<input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL				<input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	
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 SF 1449 - CONTINUATION SHEET

PWS**Performance Work Statement****Connecticut Air National Guard (CTANG) Recruiting Advertising - Billboards****Background**

The development and implementation of effective marketing /advertising plans are vital to generate awareness and leads in support of end-strength mission achievement for the CTANG. This contract will enable Recruiting and Retention to reach a large and diverse audience across the entire state which will increase brand awareness, promote the ANG and emphasize our unique State Benefits. The goal is to generate interest in the public market and increase lead generation.

Requirement

Billboards – Target high population areas and/or highway visibility within 15 miles of the following city halls in Connecticut:

- Hartford, minimum billboard size 10' x 22'. Must be illuminated during hours of darkness. Must run for a minimum of 2 months.
- New Haven, minimum billboard size 10' x 22'. Must be illuminated during hours of darkness. Must run for a minimum of 3 months.
- New London, minimum billboard size 5' x 11'. Must run for a minimum of 3 months.

Specifics

Billboards will be used to create greater awareness of the Air National Guard. All billboard size and locations must be submitted and approved by the Contracting Officer. All images must show current Air Force uniforms, equipment and assets, and be approved by the Contracting Officer. All advertisements must direct leads to 1-800-992-4793 and goang.com. Each static billboard should run for a minimum of 3 months.

Duration of Outdoor Advertising Campaign: 30 September 2022 – 29 September 2023

Additional optional years: each period of performance running from 30 September to 29 September of the following year.

Delivery or Deliverables: Vendor shall provide proof to the Contracting Officer that the CTANG advertisements have been placed before requesting progress payments.

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	Billboard Advertising FFP Hartford, New Haven and New London, CT billboard advertising in accordance with the PWS. .In accordance with FAR 8.402(f)(3) & (4), the services on the contractor's proposal are not on the Federal Supply Schedule (FSS) and all clauses applicable to items not on the FSS are included in the order. FOB: Destination PURCHASE REQUEST NUMBER: F6FHHQ2210AW02 SIGNAL CODE: A PSC CD: R701	1	Job	\$10,000.00	\$10,000.00
NET AMT					\$10,000.00
ACRN AA CIN: 00000000000008031813					\$10,000.00

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002 OPTION	Option Year 1 FFP Hartford, New Haven and New London, CT billboard advertising in accordance with the PWS. In accordance with FAR 8.402(f)(3) & (4), the services on the contractor's proposal are not on the Federal Supply Schedule (FSS) and all clauses applicable to items not on the FSS are included in the order. FOB: Destination PSC CD: R701	1	Job	\$10,000.00	\$10,000.00
NET AMT					\$10,000.00

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003		1	Job	\$10,000.00	\$10,000.00
OPTION	Option Year 2 FFP Hartford, New Haven and New London, CT billboard advertising in accordance with the PWS. In accordance with FAR 8.402(f)(3) & (4), the services on the contractor's proposal are not on the Federal Supply Schedule (FSS) and all clauses applicable to items not on the FSS are included in the order. FOB: Destination PSC CD: R701				
NET AMT					\$10,000.00

INSPECTION AND ACCEPTANCE TERMS

Supplies/services will be inspected/accepted at:

CLIN	INSPECT AT	INSPECT BY	ACCEPT AT	ACCEPT BY
0001	Origin	Government	Origin	Government
0002	Origin	Government	Origin	Government
0003	Origin	Government	Origin	Government

DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	DODAAC / CAGE
0001	POP 30-SEP-2022 TO 29-SEP-2023	N/A	103D AW HEADQUARTERS F6FHHQ MARC MOJICA 161 RAINBOW ROAD EAST GRANBY CT 06026 860-292-2502 FOB: Destination	F6FHHQ
0002	POP 30-SEP-2023 TO 29-SEP-2024	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	F6FHHQ

0003	POP 30-SEP-2024 TO 29-SEP-2025	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	F6FHHQ
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ACCOUNTING AND APPROPRIATION DATA

AA: 5723840 582 41B5 RV3I00 04 50401 58154F 387700 F87700
AMOUNT: \$10,000.00

ACRN	CLIN/SLIN	CIN	AMOUNT
AA	0001	00000000000008031813	\$10,000.00

CLAUSES INCORPORATED BY REFERENCE

52.204-10	Reporting Executive Compensation and First-Tier Subcontract Awards	JUN 2020
52.204-12	Unique Entity Identifier Maintenance	OCT 2016
52.204-13	System for Award Management Maintenance	OCT 2018
52.204-18	Commercial and Government Entity Code Maintenance	AUG 2020
52.204-19	Incorporation by Reference of Representations and Certifications.	DEC 2014
52.204-23	Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities	NOV 2021
52.204-25	Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment	NOV 2021
52.209-6	Protecting the Government's Interest When Subcontracting With Contractors Debarred, Suspended, or Proposed for Debarment	NOV 2021
52.209-10	Prohibition on Contracting With Inverted Domestic Corporations	NOV 2015
52.212-4	Contract Terms and Conditions--Commercial Products and Commercial Services	NOV 2021
52.212-5	Contract Terms and Conditions Required to Implement Statutes or Executive Orders--Commercial Products and Commercial Services	MAY 2022
52.217-8	Option To Extend Services	NOV 1999
52.219-6	Notice Of Total Small Business Set-Aside	NOV 2020
52.219-28	Post-Award Small Business Program Rerepresentation	SEP 2021
52.222-1	Notice To The Government Of Labor Disputes	FEB 1997
52.222-21	Prohibition Of Segregated Facilities	APR 2015
52.222-26	Equal Opportunity	SEP 2016
52.222-36	Equal Opportunity for Workers with Disabilities	JUN 2020
52.222-41	Service Contract Labor Standards	AUG 2018
52.222-42	Statement Of Equivalent Rates For Federal Hires	MAY 2014
52.222-43	Fair Labor Standards Act And Service Contract Labor Standards - Price Adjustment (Multiple Year And Option Contracts)	AUG 2018
52.222-50	Combating Trafficking in Persons	NOV 2021

52.222-55	Minimum Wages for Contractor Workers Under Executive Order 14026	JAN 2022
52.222-62	Paid Sick Leave Under Executive Order 13706	JAN 2022
52.223-2	Affirmative Procurement of Biobased Products Under Service and Construction Contracts	SEP 2013
52.223-18	Encouraging Contractor Policies To Ban Text Messaging While Driving	JUN 2020
52.225-13	Restrictions on Certain Foreign Purchases	FEB 2021
52.232-16	Progress Payments	NOV 2021
52.232-23	Assignment Of Claims	MAY 2014
52.232-33	Payment by Electronic Funds Transfer--System for Award Management	OCT 2018
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
52.233-3	Protest After Award	AUG 1996
52.233-4	Applicable Law for Breach of Contract Claim	OCT 2004
52.243-1 Alt I	Changes--Fixed Price (Aug 1987) - Alternate I	APR 1984
52.246-1	Contractor Inspection Requirements	APR 1984
52.246-4	Inspection Of Services--Fixed Price	AUG 1996
52.246-20	Warranty Of Services	MAY 2001
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
252.204-7000	Disclosure Of Information	OCT 2016
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
252.204-7020	NIST SP 800-171 DoD Assessment Requirements	MAR 2022
252.204-7022	Expediting Contract Closeout	MAY 2021
252.225-7001	Buy American And Balance Of Payments Program-- Basic	JUN 2022
252.225-7002	Qualifying Country Sources As Subcontractors	MAR 2022
252.225-7048	Export-Controlled Items	JUN 2013
252.225-7056	Prohibition Regarding Business Operations with the Maduro Regime	MAY 2022
252.225-7972 (Dev)	Prohibition on the Procurement of Foreign-Made Unmanned Aircraft Systems (DEVIATION 2020-O0015)	MAY 2020
252.232-7003	Electronic Submission of Payment Requests and Receiving Reports	DEC 2018
252.232-7004 (Dev)	DoD Progress Payment Rates (DEVIATION 2020-O0010)	MAR 2020
252.232-7010	Levies on Contract Payments	DEC 2006
252.232-7017	Accelerating Payments to Small Business Subcontractors-- Prohibition on Fees and Consideration	APR 2020
252.237-7010	Prohibition on Interrogation of Detainees by Contractor Personnel	JUN 2013
252.242-7006	Accounting System Administration	FEB 2012
252.243-7001	Pricing Of Contract Modifications	DEC 1991
252.244-7000	Subcontracts for Commercial Items	JAN 2021
252.246-7004	Safety of Facilities, Infrastructure, and Equipment for Military Operations	OCT 2010

CLAUSES INCORPORATED BY FULL TEXT

52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within 30 days; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 60 days before the contract expires. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 42 months.

(End of clause)

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):

<https://www.acquisition.gov/>

(End of clause)

52.252-4 ALTERATIONS IN CONTRACT (APR 1984)

Portions of this contract are altered as follows:

N/A

(End of clause)

52.252-6 AUTHORIZED DEVIATIONS IN CLAUSES (NOV 2020)

(a) The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the clause.

(b) The use in this solicitation or contract of any DFARS (48 CFR 2) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of clause)

252.204-7018 PROHIBITION ON THE ACQUISITION OF COVERED DEFENSE TELECOMMUNICATIONS EQUIPMENT OR SERVICES (JAN 2021)

(a) Definitions. As used in this clause--

Covered defense telecommunications equipment or services means--

- (1) Telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation, or any subsidiary or affiliate of such entities;
- (2) Telecommunications services provided by such entities or using such equipment; or
- (3) Telecommunications equipment or services produced or provided by an entity that the Secretary of Defense reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

Covered foreign country means--

- (1) The People's Republic of China; or
- (2) The Russian Federation.

Covered missions means--

- (1) The nuclear deterrence mission of DoD, including with respect to nuclear command, control, and communications, integrated tactical warning and attack assessment, and continuity of Government; or
- (2) The homeland defense mission of DoD, including with respect to ballistic missile defense.

Critical technology means--

- (1) Defense articles or defense services included on the United States Munitions List set forth in the International Traffic in Arms Regulations under subchapter M of chapter I of title 22, Code of Federal Regulations;
- (2) Items included on the Commerce Control List set forth in Supplement No. 1 to part 774 of the Export Administration Regulations under subchapter C of chapter VII of title 15, Code of Federal Regulations, and controlled--
 - (i) Pursuant to multilateral regimes, including for reasons relating to national security, chemical and biological weapons proliferation, nuclear nonproliferation, or missile technology; or
 - (ii) For reasons relating to regional stability or surreptitious listening;
- (3) Specially designed and prepared nuclear equipment, parts and components, materials, software, and technology covered by part 810 of title 10, Code of Federal Regulations (relating to assistance to foreign atomic energy activities);
- (4) Nuclear facilities, equipment, and material covered by part 110 of title 10, Code of Federal Regulations (relating to export and import of nuclear equipment and material);
- (5) Select agents and toxins covered by part 331 of title 7, Code of Federal Regulations, part 121 of title 9 of such Code, or part 73 of title 42 of such Code; or
- (6) Emerging and foundational technologies controlled pursuant to section 1758 of the Export Control Reform Act of 2018 (50 U.S.C. 4817).

Substantial or essential component means any component necessary for the proper function or performance of a piece of equipment, system, or service.

(b) Prohibition. In accordance with section 1656 of the National Defense Authorization Act for Fiscal Year 2018 (Pub. L. 115-91), the contractor shall not provide to the Government any equipment, system, or service to carry out covered missions that uses covered defense telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, unless the covered defense telecommunication equipment or services are covered by a waiver described in Defense Federal Acquisition Regulation Supplement 204.2104.

(c) Procedures. The Contractor shall review the list of excluded parties in the System for Award Management (SAM) at <https://www.sam.gov> for entities that are excluded when providing any equipment, system, or service, to carry out covered missions, that uses covered defense telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, unless a waiver is granted.

(d) Reporting.

(1) In the event the Contractor identifies covered defense telecommunications equipment or services used as a substantial or essential component of any system, or as critical technology as part of any system, during contract performance, the Contractor shall report at <https://dibnet.dod.mil> the information in paragraph (d)(2) of this clause.

(2) The Contractor shall report the following information pursuant to paragraph (d)(1) of this clause:

(i) Within 3 business days from the date of such identification or notification: The contract number; the order number(s), if applicable; supplier name; brand; model number (original equipment manufacturer number, manufacturer part number, or wholesaler number); item description; and any readily available information about mitigation actions undertaken or recommended.

(ii) Within 30 business days of submitting the information in paragraph (d)(2)(i) of this clause: Any further available information about mitigation actions undertaken or recommended. In addition, the Contractor shall describe the efforts it undertook to prevent use or submission of a covered defense telecommunications equipment or services, and any additional efforts that will be incorporated to prevent future use or submission of covered telecommunications equipment or services.

(e) Subcontracts. The Contractor shall insert the substance of this clause, including this paragraph (e), in all subcontracts and other contractual instruments, including subcontracts for the acquisition of commercial items.

(End of clause)

252.232-7006 WIDE AREA WORKFLOW PAYMENT INSTRUCTIONS (DEC 2018)

(a) Definitions. As used in this clause—

“Department of Defense Activity Address Code (DoDAAC)” is a six position code that uniquely identifies a unit, activity, or organization.

“Document type” means the type of payment request or receiving report available for creation in Wide Area Workflow (WAWF).

“Local processing office (LPO)” is the office responsible for payment certification when payment certification is done external to the entitlement system.

“Payment request” and “receiving report” are defined in the clause at 252.232-7003, Electronic Submission of Payment Requests and Receiving Reports.

(b) Electronic invoicing. The WAWF system provides the method to electronically process vendor payment requests and receiving reports, as authorized by Defense Federal Acquisition Regulation Supplement (DFARS) 252.232-7003, Electronic Submission of Payment Requests and Receiving Reports.

(c) WAWF access. To access WAWF, the Contractor shall—

(1) Have a designated electronic business point of contact in the System for Award Management at <https://www.sam.gov>; and

(2) Be registered to use WAWF at <https://wawf.eb.mil/> following the step-by-step procedures for self-registration available at this web site.

(d) WAWF training. The Contractor should follow the training instructions of the WAWF Web-Based Training Course and use the Practice Training Site before submitting payment requests through WAWF. Both can be accessed by selecting the “Web Based Training” link on the WAWF home page at <https://wawf.eb.mil/>.

(e) WAWF methods of document submission. Document submissions may be via web entry, Electronic Data Interchange, or File Transfer Protocol.

(f) WAWF payment instructions. The Contractor shall use the following information when submitting payment requests and receiving reports in WAWF for this contract or task or delivery order:

(1) Document type. The Contractor shall submit payment requests using the following document type(s):

(i) For cost-type line items, including labor-hour or time-and-materials, submit a cost voucher.

(ii) For fixed price line items—

(A) That require shipment of a deliverable, submit the invoice and receiving report specified by the Contracting Officer.

(B) For services that do not require shipment of a deliverable, submit either the Invoice 2in1, which meets the requirements for the invoice and receiving report, or the applicable invoice and receiving report, as specified by the Contracting Officer.

2-in-1

(iii) For customary progress payments based on costs incurred, submit a progress payment request.

(iv) For performance based payments, submit a performance based payment request.

(v) For commercial item financing, submit a commercial item financing request.

(2) Fast Pay requests are only permitted when Federal Acquisition Regulation (FAR) 52.213-1 is included in the contract.

(3) Document routing. The Contractor shall use the information in the Routing Data Table below only to fill in applicable fields in WAWF when creating payment requests and receiving reports in the system.

Routing Data Table*

<i>Field Name in WAWF</i>	<i>Data to be entered in WAWF</i>
Pay Official DoDAAC	F87700
Issue By DoDAAC	W50SC2
Admin DoDAAC**	W50SC2
Inspect By DoDAAC	F6FHHQ
Ship To Code	_____
Ship From Code	_____
Mark For Code	_____
Service Approver (DoDAAC)	F6FHHQ
Service Acceptor (DoDAAC)	F6FHHQ
Accept at Other DoDAAC	_____
LPO DoDAAC	_____
DCAA Auditor DoDAAC	_____
Other DoDAAC(s)	_____

(4) Payment request. The Contractor shall ensure a payment request includes documentation appropriate to the type of payment request in accordance with the payment clause, contract financing clause, or Federal Acquisition Regulation 52.216-7, Allowable Cost and Payment, as applicable.

(5) Receiving report. The Contractor shall ensure a receiving report meets the requirements of DFARS Appendix F.

(g) WAWF point of contact.

(1) The Contractor may obtain clarification regarding invoicing in WAWF from the following contracting activity's WAWF point of contact.

DFAS 800-756-4571

(2) Contact the WAWF helpdesk at 866-618-5988, if assistance is needed.

(End of clause)

WAGE DETERMINATIONS

"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.: 2015-4111
 Daniel W. Simms Division of | Revision No.: 22
 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. |

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>.

This wage determination applies to the following CONNECTICUT towns and cities in NEW LONDON County: Bozrah East Lyme Franklin Griswold Groton Ledyard Lisbon Lyme Montville New London North Stonington Norwich Old Lyme Preston Salem Sprague Stonginton Voluntown Waterford

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	17.81	
01012 - Accounting Clerk II	20.01	
01013 - Accounting Clerk III	22.37	
01020 - Administrative Assistant	31.06	
01035 - Court Reporter	20.58	
01041 - Customer Service Representative I	15.48	
01042 - Customer Service Representative II	17.40	
01043 - Customer Service Representative III	18.99	
01051 - Data Entry Operator I	17.78	
01052 - Data Entry Operator II	19.40	
01060 - Dispatcher Motor Vehicle	18.80	
01070 - Document Preparation Clerk	16.19	
01090 - Duplicating Machine Operator	16.19	

01111 - General Clerk I	15.06
01112 - General Clerk II	16.43
01113 - General Clerk III	18.44
01120 - Housing Referral Assistant	22.66
01141 - Messenger Courier	14.93***
01191 - Order Clerk I	16.31
01192 - Order Clerk II	18.00
01261 - Personnel Assistant (Employment) I	18.61
01262 - Personnel Assistant (Employment) II	20.82
01263 - Personnel Assistant (Employment) III	23.21
01270 - Production Control Clerk	31.97
01290 - Rental Clerk	16.63
01300 - Scheduler Maintenance	18.18
01311 - Secretary I	18.18
01312 - Secretary II	20.33
01313 - Secretary III	22.66
01320 - Service Order Dispatcher	16.81
01410 - Supply Technician	31.06
01420 - Survey Worker	23.18
01460 - Switchboard Operator/Receptionist	17.27
01531 - Travel Clerk I	13.36***
01532 - Travel Clerk II	14.46***
01533 - Travel Clerk III	15.24
01611 - Word Processor I	16.19
01612 - Word Processor II	18.18
01613 - Word Processor III	20.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.02
05010 - Automotive Electrician	22.22
05040 - Automotive Glass Installer	21.49
05070 - Automotive Worker	21.49
05110 - Mobile Equipment Servicer	20.17
05130 - Motor Equipment Metal Mechanic	22.84
05160 - Motor Equipment Metal Worker	21.49
05190 - Motor Vehicle Mechanic	22.48
05220 - Motor Vehicle Mechanic Helper	19.44
05250 - Motor Vehicle Upholstery Worker	20.87
05280 - Motor Vehicle Wrecker	21.49
05310 - Painter Automotive	21.74
05340 - Radiator Repair Specialist	20.95
05370 - Tire Repairer	19.00
05400 - Transmission Repair Specialist	22.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.10
07041 - Cook I	18.35
07042 - Cook II	19.81
07070 - Dishwasher	13.61***
07130 - Food Service Worker	13.76***
07210 - Meat Cutter	23.23
07260 - Waiter/Waitress	13.42***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.95
09040 - Furniture Handler	21.82
09080 - Furniture Refinisher	28.95
09090 - Furniture Refinisher Helper	24.78

09110 - Furniture Repairer Minor	26.88
09130 - Upholsterer	28.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.68***
11060 - Elevator Operator	16.52
11090 - Gardener	20.57
11122 - Housekeeping Aide	16.52
11150 - Janitor	16.52
11210 - Laborer Grounds Maintenance	17.37
11240 - Maid or Houseman	13.91***
11260 - Pruner	16.18
11270 - Tractor Operator	19.72
11330 - Trail Maintenance Worker	17.37
11360 - Window Cleaner	17.82
12000 - Health Occupations	
12010 - Ambulance Driver	22.23
12011 - Breath Alcohol Technician	25.56
12012 - Certified Occupational Therapist Assistant	32.86
12015 - Certified Physical Therapist Assistant	32.66
12020 - Dental Assistant	23.15
12025 - Dental Hygienist	43.21
12030 - EKG Technician	38.74
12035 - Electroneurodiagnostic Technologist	38.74
12040 - Emergency Medical Technician	22.23
12071 - Licensed Practical Nurse I	22.84
12072 - Licensed Practical Nurse II	25.56
12073 - Licensed Practical Nurse III	28.49
12100 - Medical Assistant	19.03
12130 - Medical Laboratory Technician	35.88
12160 - Medical Record Clerk	20.78
12190 - Medical Record Technician	24.97
12195 - Medical Transcriptionist	22.84
12210 - Nuclear Medicine Technologist	56.17
12221 - Nursing Assistant I	12.78***
12222 - Nursing Assistant II	14.37***
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	17.59
12235 - Optical Dispenser	28.41
12236 - Optical Technician	22.84
12250 - Pharmacy Technician	17.41
12280 - Phlebotomist	19.71
12305 - Radiologic Technologist	37.28
12311 - Registered Nurse I	26.95
12312 - Registered Nurse II	32.97
12313 - Registered Nurse II Specialist	32.97
12314 - Registered Nurse III	39.90
12315 - Registered Nurse III Anesthetist	39.90
12316 - Registered Nurse IV	47.81
12317 - Scheduler (Drug and Alcohol Testing)	31.67
12320 - Substance Abuse Treatment Counselor	27.44
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.35
13012 - Exhibits Specialist II	27.68
13013 - Exhibits Specialist III	33.86
13041 - Illustrator I	22.35

13042 - Illustrator II	27.68	
13043 - Illustrator III	33.86	
13047 - Librarian	30.65	
13050 - Library Aide/Clerk	17.38	
13054 - Library Information Technology Systems Administrator		27.68
13058 - Library Technician	21.16	
13061 - Media Specialist I	19.97	
13062 - Media Specialist II	22.35	
13063 - Media Specialist III	24.91	
13071 - Photographer I	18.84	
13072 - Photographer II	21.09	
13073 - Photographer III	26.11	
13074 - Photographer IV	31.94	
13075 - Photographer V	38.64	
13090 - Technical Order Library Clerk	21.82	
13110 - Video Teleconference Technician	23.44	
14000 - Information Technology Occupations		
14041 - Computer Operator I	20.17	
14042 - Computer Operator II	22.57	
14043 - Computer Operator III	25.16	
14044 - Computer Operator IV	27.96	
14045 - Computer Operator V	30.96	
14071 - Computer Programmer I	(see 1)	27.32
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	20.17	
14160 - Personal Computer Support Technician	29.18	
14170 - System Support Specialist	37.64	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.96	
15020 - Aircrew Training Devices Instructor (Rated)	39.87	
15030 - Air Crew Training Devices Instructor (Pilot)	47.05	
15050 - Computer Based Training Specialist / Instructor	32.96	
15060 - Educational Technologist	38.38	
15070 - Flight Instructor (Pilot)	47.05	
15080 - Graphic Artist	27.86	
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.05	
15086 - Maintenance Test Pilot Rotary Wing	47.05	
15088 - Non-Maintenance Test/Co-Pilot	47.05	
15090 - Technical Instructor	32.80	
15095 - Technical Instructor/Course Developer	40.12	
15110 - Test Proctor	26.48	
15120 - Tutor	26.48	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler	14.37***	
16030 - Counter Attendant	14.37***	
16040 - Dry Cleaner	16.43	
16070 - Finisher Flatwork Machine	14.37***	
16090 - Presser Hand	14.37***	
16110 - Presser Machine Drycleaning	14.37***	

16130 - Presser Machine Shirts	14.37***	
16160 - Presser Machine Wearing Apparel Laundry	14.37***	
16190 - Sewing Machine Operator	17.11	
16220 - Tailor	17.80	
16250 - Washer Machine	15.05	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	31.85	
19040 - Tool And Die Maker	36.35	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	20.27	
21030 - Material Coordinator	29.80	
21040 - Material Expediter	29.80	
21050 - Material Handling Laborer	16.34	
21071 - Order Filler	14.89***	
21080 - Production Line Worker (Food Processing)	20.27	
21110 - Shipping Packer	17.74	
21130 - Shipping/Receiving Clerk	17.74	
21140 - Store Worker I	16.17	
21150 - Stock Clerk	19.79	
21210 - Tools And Parts Attendant	20.27	
21410 - Warehouse Specialist	20.27	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	36.95	
23019 - Aircraft Logs and Records Technician	32.06	
23021 - Aircraft Mechanic I	35.69	
23022 - Aircraft Mechanic II	36.95	
23023 - Aircraft Mechanic III	38.15	
23040 - Aircraft Mechanic Helper	29.54	
23050 - Aircraft Painter	34.52	
23060 - Aircraft Servicer	32.06	
23070 - Aircraft Survival Flight Equipment Technician	34.52	
23080 - Aircraft Worker	33.27	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.27	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.69	
23110 - Appliance Mechanic	32.12	
23120 - Bicycle Repairer	28.68	
23125 - Cable Splicer	47.03	
23130 - Carpenter Maintenance	29.23	
23140 - Carpet Layer	30.96	
23160 - Electrician Maintenance	29.50	
23181 - Electronics Technician Maintenance I	32.03	
23182 - Electronics Technician Maintenance II	33.23	
23183 - Electronics Technician Maintenance III	34.36	
23260 - Fabric Worker	29.84	
23290 - Fire Alarm System Mechanic	33.21	
23310 - Fire Extinguisher Repairer	28.68	
23311 - Fuel Distribution System Mechanic	40.22	
23312 - Fuel Distribution System Operator	35.81	
23370 - General Maintenance Worker	24.47	
23380 - Ground Support Equipment Mechanic	35.69	
23381 - Ground Support Equipment Servicer	32.06	
23382 - Ground Support Equipment Worker	33.27	
23391 - Gunsmith I	28.68	

23392 - Gunsmith II	30.96	
23393 - Gunsmith III	33.21	
23410 - Heating Ventilation And Air-Conditioning Mechanic		29.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)		30.35
23430 - Heavy Equipment Mechanic		31.61
23440 - Heavy Equipment Operator		29.78
23460 - Instrument Mechanic	33.21	
23465 - Laboratory/Shelter Mechanic		32.12
23470 - Laborer	16.34	
23510 - Locksmith	32.12	
23530 - Machinery Maintenance Mechanic		42.42
23550 - Machinist Maintenance	29.82	
23580 - Maintenance Trades Helper	27.49	
23591 - Metrology Technician I	33.21	
23592 - Metrology Technician II	34.39	
23593 - Metrology Technician III	35.50	
23640 - Millwright	33.21	
23710 - Office Appliance Repairer	32.12	
23760 - Painter Maintenance	28.15	
23790 - Pipefitter Maintenance	29.91	
23810 - Plumber Maintenance	28.93	
23820 - Pneudraulic Systems Mechanic		33.21
23850 - Rigger	33.21	
23870 - Scale Mechanic	30.96	
23890 - Sheet-Metal Worker Maintenance		29.91
23910 - Small Engine Mechanic	30.96	
23931 - Telecommunications Mechanic I		32.93
23932 - Telecommunications Mechanic II		34.10
23950 - Telephone Lineman	33.21	
23960 - Welder Combination Maintenance		30.61
23965 - Well Driller	33.21	
23970 - Woodcraft Worker	33.21	
23980 - Woodworker	28.68	
24000 - Personal Needs Occupations		
24550 - Case Manager	20.60	
24570 - Child Care Attendant	13.73***	
24580 - Child Care Center Clerk	17.12	
24610 - Chore Aide	14.76***	
24620 - Family Readiness And Support Services Coordinator		20.60
24630 - Homemaker	22.77	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	28.45	
25040 - Sewage Plant Operator	33.45	
25070 - Stationary Engineer	28.45	
25190 - Ventilation Equipment Tender		23.56
25210 - Water Treatment Plant Operator		33.45
27000 - Protective Service Occupations		
27004 - Alarm Monitor	28.36	
27007 - Baggage Inspector	17.49	
27008 - Corrections Officer	28.84	
27010 - Court Security Officer	28.84	
27030 - Detection Dog Handler	20.07	

27040 - Detention Officer	28.84	
27070 - Firefighter	28.84	
27101 - Guard I	17.49	
27102 - Guard II	20.07	
27131 - Police Officer I	33.97	
27132 - Police Officer II	37.76	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	16.78	
28042 - Carnival Equipment Repairer	17.51	
28043 - Carnival Worker	13.77***	
28210 - Gate Attendant/Gate Tender	19.10	
28310 - Lifeguard	13.53***	
28350 - Park Attendant (Aide)	21.37	
28510 - Recreation Aide/Health Facility Attendant	15.59	
28515 - Recreation Specialist	26.47	
28630 - Sports Official	17.01	
28690 - Swimming Pool Operator	18.90	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	32.22	
29020 - Hatch Tender	32.22	
29030 - Line Handler	32.22	
29041 - Stevedore I	31.04	
29042 - Stevedore II	33.44	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.19	
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.86	
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.08	
30021 - Archeological Technician I	18.88	
30022 - Archeological Technician II	21.12	
30023 - Archeological Technician III	26.17	
30030 - Cartographic Technician	26.17	
30040 - Civil Engineering Technician	31.65	
30051 - Cryogenic Technician I	28.98	
30052 - Cryogenic Technician II	32.01	
30061 - Drafter/CAD Operator I	18.88	
30062 - Drafter/CAD Operator II	21.12	
30063 - Drafter/CAD Operator III	23.55	
30064 - Drafter/CAD Operator IV	28.98	
30081 - Engineering Technician I	17.54	
30082 - Engineering Technician II	19.69	
30083 - Engineering Technician III	22.04	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.39	
30086 - Engineering Technician VI	40.39	
30090 - Environmental Technician	26.25	
30095 - Evidence Control Specialist	26.17	
30210 - Laboratory Technician	26.96	
30221 - Latent Fingerprint Technician I	28.98	
30222 - Latent Fingerprint Technician II	32.01	
30240 - Mathematical Technician	26.17	
30361 - Paralegal/Legal Assistant I	22.66	
30362 - Paralegal/Legal Assistant II	28.08	
30363 - Paralegal/Legal Assistant III	34.35	
30364 - Paralegal/Legal Assistant IV	41.55	
30375 - Petroleum Supply Specialist	32.01	

30390 - Photo-Optics Technician	26.17	
30395 - Radiation Control Technician	32.01	
30461 - Technical Writer I	29.26	
30462 - Technical Writer II	35.78	
30463 - Technical Writer III	43.31	
30491 - Unexploded Ordnance (UXO) Technician I		29.36
30492 - Unexploded Ordnance (UXO) Technician II		35.52
30493 - Unexploded Ordnance (UXO) Technician III		42.57
30494 - Unexploded (UXO) Safety Escort	29.36	
30495 - Unexploded (UXO) Sweep Personnel	29.36	
30501 - Weather Forecaster I	28.98	
30502 - Weather Forecaster II	35.24	
30620 - Weather Observer Combined Upper Air Or	(see 2)	23.55
Surface Programs		
30621 - Weather Observer Senior	(see 2)	26.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.52	
31020 - Bus Aide	18.11	
31030 - Bus Driver	24.22	
31043 - Driver Courier	17.50	
31260 - Parking and Lot Attendant	16.59	
31290 - Shuttle Bus Driver	16.50	
31310 - Taxi Driver	15.99	
31361 - Truckdriver Light	18.15	
31362 - Truckdriver Medium	19.50	
31363 - Truckdriver Heavy	23.17	
31364 - Truckdriver Tractor-Trailer	23.17	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.32	
99030 - Cashier	13.45***	
99050 - Desk Clerk	13.94***	
99095 - Embalmer	30.13	
99130 - Flight Follower	29.36	
99251 - Laboratory Animal Caretaker I	14.85***	
99252 - Laboratory Animal Caretaker II	15.40	
99260 - Marketing Analyst	30.71	
99310 - Mortician	30.13	
99410 - Pest Controller	22.70	
99510 - Photofinishing Worker	15.43	
99710 - Recycling Laborer	20.45	
99711 - Recycling Specialist	23.22	
99730 - Refuse Collector	18.96	
99810 - Sales Clerk	13.77***	
99820 - School Crossing Guard	14.30***	
99830 - Survey Party Chief	29.18	
99831 - Surveying Aide	18.31	
99832 - Surveying Technician	27.22	
99840 - Vending Machine Attendant	20.13	
99841 - Vending Machine Repairer	22.67	
99842 - Vending Machine Repairer Helper	20.13	

***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 4 weeks after 15 years and 5 weeks after 25 years.

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4119
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 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 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>.

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

HARTFORD COUNTY: Avon Bloomfield Canton East Granby East Hartford
Farmington Glastonbury Granby Hartford Manchester Marlborough Newington
Rocky Hill Simsbury South Windsor West Hartford Wethersfield Windsor

LITCHFIELD COUNTY: New Hartford

MIDDLESEX COUNTY: Cromwell East Hampton Portland

NEW LONDON COUNTY: Colchester

TOLLAND COUNTY: Andover Bolton Columbia Coventry Ellington Hebron
Stafford Tolland Vernon Willington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	18.50	
01012 - Accounting Clerk II	20.77	
01013 - Accounting Clerk III	23.23	
01020 - Administrative Assistant	36.71	
01035 - Court Reporter	22.69	
01041 - Customer Service Representative I	16.71	
01042 - Customer Service Representative II	18.23	
01043 - Customer Service Representative III	20.46	
01051 - Data Entry Operator I	17.17	
01052 - Data Entry Operator II	18.73	
01060 - Dispatcher Motor Vehicle	22.85	
01070 - Document Preparation Clerk	23.64	
01090 - Duplicating Machine Operator	23.64	
01111 - General Clerk I	17.14	
01112 - General Clerk II	18.70	
01113 - General Clerk III	20.99	
01120 - Housing Referral Assistant	25.30	
01141 - Messenger Courier	17.98	
01191 - Order Clerk I	19.67	
01192 - Order Clerk II	21.46	
01261 - Personnel Assistant (Employment) I	20.15	
01262 - Personnel Assistant (Employment) II	22.55	
01263 - Personnel Assistant (Employment) III	25.14	
01270 - Production Control Clerk	24.62	
01290 - Rental Clerk	17.33	
01300 - Scheduler Maintenance	20.28	
01311 - Secretary I	20.28	
01312 - Secretary II	22.69	
01313 - Secretary III	25.30	
01320 - Service Order Dispatcher	20.43	
01410 - Supply Technician	36.71	
01420 - Survey Worker	22.22	
01460 - Switchboard Operator/Receptionist	17.57	
01531 - Travel Clerk I	19.14	
01532 - Travel Clerk II	20.85	
01533 - Travel Clerk III	21.99	
01611 - Word Processor I	17.47	
01612 - Word Processor II	19.62	
01613 - Word Processor III	21.94	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass	26.80	
05010 - Automotive Electrician	22.82	
05040 - Automotive Glass Installer	21.93	
05070 - Automotive Worker	21.93	
05110 - Mobile Equipment Servicer	20.27	
05130 - Motor Equipment Metal Mechanic	23.65	
05160 - Motor Equipment Metal Worker	21.93	
05190 - Motor Vehicle Mechanic	23.65	
05220 - Motor Vehicle Mechanic Helper	19.38	
05250 - Motor Vehicle Upholstery Worker	21.15	
05280 - Motor Vehicle Wrecker	21.93	
05310 - Painter Automotive	22.82	

05340 - Radiator Repair Specialist	21.93
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	23.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.94***
07041 - Cook I	19.53
07042 - Cook II	21.13
07070 - Dishwasher	13.43***
07130 - Food Service Worker	13.88***
07210 - Meat Cutter	21.04
07260 - Waiter/Waitress	13.66***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.27
09040 - Furniture Handler	16.51
09080 - Furniture Refinisher	21.94
09090 - Furniture Refinisher Helper	18.50
09110 - Furniture Repairer Minor	20.20
09130 - Upholsterer	19.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.73***
11060 - Elevator Operator	17.77
11090 - Gardener	21.10
11122 - Housekeeping Aide	17.77
11150 - Janitor	17.77
11210 - Laborer Grounds Maintenance	17.93
11240 - Maid or Houseman	13.82***
11260 - Pruner	16.38
11270 - Tractor Operator	20.17
11330 - Trail Maintenance Worker	17.93
11360 - Window Cleaner	19.46
12000 - Health Occupations	
12010 - Ambulance Driver	24.58
12011 - Breath Alcohol Technician	26.08
12012 - Certified Occupational Therapist Assistant	32.48
12015 - Certified Physical Therapist Assistant	36.98
12020 - Dental Assistant	22.83
12025 - Dental Hygienist	45.08
12030 - EKG Technician	38.49
12035 - Electroneurodiagnostic Technologist	38.49
12040 - Emergency Medical Technician	24.58
12071 - Licensed Practical Nurse I	23.31
12072 - Licensed Practical Nurse II	26.08
12073 - Licensed Practical Nurse III	29.07
12100 - Medical Assistant	19.16
12130 - Medical Laboratory Technician	36.05
12160 - Medical Record Clerk	24.17
12190 - Medical Record Technician	28.06
12195 - Medical Transcriptionist	23.32
12210 - Nuclear Medicine Technologist	47.44
12221 - Nursing Assistant I	13.15***
12222 - Nursing Assistant II	14.78***
12223 - Nursing Assistant III	16.13
12224 - Nursing Assistant IV	18.12
12235 - Optical Dispenser	29.22
12236 - Optical Technician	23.31

12250 - Pharmacy Technician	17.65	
12280 - Phlebotomist	18.90	
12305 - Radiologic Technologist	34.61	
12311 - Registered Nurse I	27.82	
12312 - Registered Nurse II	34.04	
12313 - Registered Nurse II Specialist	34.04	
12314 - Registered Nurse III	41.18	
12315 - Registered Nurse III Anesthetist	41.18	
12316 - Registered Nurse IV	49.36	
12317 - Scheduler (Drug and Alcohol Testing)	32.31	
12320 - Substance Abuse Treatment Counselor	24.29	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	26.94	
13012 - Exhibits Specialist II	33.38	
13013 - Exhibits Specialist III	40.83	
13041 - Illustrator I	26.94	
13042 - Illustrator II	33.38	
13043 - Illustrator III	40.83	
13047 - Librarian	36.96	
13050 - Library Aide/Clerk	18.00	
13054 - Library Information Technology Systems Administrator	33.38	
13058 - Library Technician	26.36	
13061 - Media Specialist I	24.08	
13062 - Media Specialist II	26.94	
13063 - Media Specialist III	30.03	
13071 - Photographer I	21.09	
13072 - Photographer II	24.21	
13073 - Photographer III	29.29	
13074 - Photographer IV	35.73	
13075 - Photographer V	43.35	
13090 - Technical Order Library Clerk	22.60	
13110 - Video Teleconference Technician	29.02	
14000 - Information Technology Occupations		
14041 - Computer Operator I	22.15	
14042 - Computer Operator II	24.79	
14043 - Computer Operator III	27.98	
14044 - Computer Operator IV	30.71	
14045 - Computer Operator V	34.01	
14071 - Computer Programmer I	(see 1)	26.02
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	22.15	
14160 - Personal Computer Support Technician	30.71	
14170 - System Support Specialist	43.26	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.34	
15020 - Aircrew Training Devices Instructor (Rated)	40.33	
15030 - Air Crew Training Devices Instructor (Pilot)	48.35	
15050 - Computer Based Training Specialist / Instructor	33.34	
15060 - Educational Technologist	46.48	

15070 - Flight Instructor (Pilot)	48.35	
15080 - Graphic Artist	29.08	
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.35	
15086 - Maintenance Test Pilot Rotary Wing	48.35	
15088 - Non-Maintenance Test/Co-Pilot	48.35	
15090 - Technical Instructor	30.23	
15095 - Technical Instructor/Course Developer	36.98	
15110 - Test Proctor	24.40	
15120 - Tutor	24.40	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler	14.37***	
16030 - Counter Attendant	14.37***	
16040 - Dry Cleaner	16.43	
16070 - Finisher Flatwork Machine	14.37***	
16090 - Presser Hand	14.37***	
16110 - Presser Machine Drycleaning	14.37***	
16130 - Presser Machine Shirts	14.37***	
16160 - Presser Machine Wearing Apparel Laundry	14.37***	
16190 - Sewing Machine Operator	17.11	
16220 - Tailor	17.80	
16250 - Washer Machine	15.05	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	26.88	
19040 - Tool And Die Maker	30.89	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	20.16	
21030 - Material Coordinator	24.49	
21040 - Material Expediter	24.49	
21050 - Material Handling Laborer	14.91***	
21071 - Order Filler	15.64	
21080 - Production Line Worker (Food Processing)	20.16	
21110 - Shipping Packer	18.10	
21130 - Shipping/Receiving Clerk	18.10	
21140 - Store Worker I	16.03	
21150 - Stock Clerk	20.79	
21210 - Tools And Parts Attendant	20.16	
21410 - Warehouse Specialist	20.16	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	37.43	
23019 - Aircraft Logs and Records Technician	32.35	
23021 - Aircraft Mechanic I	36.19	
23022 - Aircraft Mechanic II	37.43	
23023 - Aircraft Mechanic III	38.79	
23040 - Aircraft Mechanic Helper	29.65	
23050 - Aircraft Painter	34.91	
23060 - Aircraft Servicer	32.35	
23070 - Aircraft Survival Flight Equipment Technician	34.91	
23080 - Aircraft Worker	33.55	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.55	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.19	
23110 - Appliance Mechanic	24.18	
23120 - Bicycle Repairer	20.88	
23125 - Cable Splicer	45.70	

23130 - Carpenter Maintenance	29.66
23140 - Carpet Layer	29.57
23160 - Electrician Maintenance	29.91
23181 - Electronics Technician Maintenance I	28.90
23182 - Electronics Technician Maintenance II	30.15
23183 - Electronics Technician Maintenance III	31.41
23260 - Fabric Worker	28.52
23290 - Fire Alarm System Mechanic	29.97
23310 - Fire Extinguisher Repairer	27.33
23311 - Fuel Distribution System Mechanic	45.84
23312 - Fuel Distribution System Operator	38.75
23370 - General Maintenance Worker	22.86
23380 - Ground Support Equipment Mechanic	36.19
23381 - Ground Support Equipment Servicer	32.35
23382 - Ground Support Equipment Worker	33.55
23391 - Gunsmith I	27.33
23392 - Gunsmith II	29.57
23393 - Gunsmith III	31.89
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.03
23430 - Heavy Equipment Mechanic	31.11
23440 - Heavy Equipment Operator	34.80
23460 - Instrument Mechanic	31.89
23465 - Laboratory/Shelter Mechanic	30.76
23470 - Laborer	14.91***
23510 - Locksmith	28.80
23530 - Machinery Maintenance Mechanic	32.01
23550 - Machinist Maintenance	29.34
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	31.89
23592 - Metrology Technician II	33.00
23593 - Metrology Technician III	34.17
23640 - Millwright	31.37
23710 - Office Appliance Repairer	24.11
23760 - Painter Maintenance	23.14
23790 - Pipefitter Maintenance	34.79
23810 - Plumber Maintenance	33.57
23820 - Pneudraulic Systems Mechanic	31.89
23850 - Rigger	30.34
23870 - Scale Mechanic	29.57
23890 - Sheet-Metal Worker Maintenance	35.06
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	30.26
23932 - Telecommunications Mechanic II	31.31
23950 - Telephone Lineman	30.24
23960 - Welder Combination Maintenance	25.01
23965 - Well Driller	30.49
23970 - Woodcraft Worker	31.89
23980 - Woodworker	27.33
24000 - Personal Needs Occupations	
24550 - Case Manager	21.81
24570 - Child Care Attendant	14.25***
24580 - Child Care Center Clerk	19.47

24610 - Chore Aide	14.22***	
24620 - Family Readiness And Support Services Coordinator		21.81
24630 - Homemaker	23.11	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	31.32	
25040 - Sewage Plant Operator	34.03	
25070 - Stationary Engineer	31.32	
25190 - Ventilation Equipment Tender	25.66	
25210 - Water Treatment Plant Operator	34.03	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	29.19	
27007 - Baggage Inspector	17.31	
27008 - Corrections Officer	33.61	
27010 - Court Security Officer	33.61	
27030 - Detection Dog Handler	19.36	
27040 - Detention Officer	33.61	
27070 - Firefighter	36.25	
27101 - Guard I	17.31	
27102 - Guard II	19.36	
27131 - Police Officer I	33.97	
27132 - Police Officer II	37.76	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	16.39	
28042 - Carnival Equipment Repairer	17.14	
28043 - Carnival Worker	13.30***	
28210 - Gate Attendant/Gate Tender	17.40	
28310 - Lifeguard	15.10	
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	18.90	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	32.82	
29020 - Hatch Tender	32.82	
29030 - Line Handler	32.82	
29041 - Stevedore I	31.64	
29042 - Stevedore II	34.14	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.23	
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.88	
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.10	
30021 - Archeological Technician I	22.10	
30022 - Archeological Technician II	24.73	
30023 - Archeological Technician III	30.63	
30030 - Cartographic Technician	30.63	
30040 - Civil Engineering Technician	33.15	
30051 - Cryogenic Technician I	33.93	
30052 - Cryogenic Technician II	37.47	
30061 - Drafter/CAD Operator I	22.10	
30062 - Drafter/CAD Operator II	24.73	
30063 - Drafter/CAD Operator III	27.56	
30064 - Drafter/CAD Operator IV	33.93	
30081 - Engineering Technician I	16.21	

30082 - Engineering Technician II	18.50	
30083 - Engineering Technician III	20.82	
30084 - Engineering Technician IV	25.79	
30085 - Engineering Technician V	33.14	
30086 - Engineering Technician VI	38.16	
30090 - Environmental Technician	25.94	
30095 - Evidence Control Specialist	30.63	
30210 - Laboratory Technician	25.49	
30221 - Latent Fingerprint Technician I	33.93	
30222 - Latent Fingerprint Technician II	37.47	
30240 - Mathematical Technician	33.69	
30361 - Paralegal/Legal Assistant I	23.16	
30362 - Paralegal/Legal Assistant II	28.70	
30363 - Paralegal/Legal Assistant III	35.11	
30364 - Paralegal/Legal Assistant IV	42.47	
30375 - Petroleum Supply Specialist	37.47	
30390 - Photo-Optics Technician	30.63	
30395 - Radiation Control Technician	37.47	
30461 - Technical Writer I	29.23	
30462 - Technical Writer II	35.76	
30463 - Technical Writer III	43.26	
30491 - Unexploded Ordnance (UXO) Technician I		29.38
30492 - Unexploded Ordnance (UXO) Technician II		35.55
30493 - Unexploded Ordnance (UXO) Technician III		42.61
30494 - Unexploded (UXO) Safety Escort		29.38
30495 - Unexploded (UXO) Sweep Personnel		29.38
30501 - Weather Forecaster I	33.93	
30502 - Weather Forecaster II	41.26	
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer Senior	(see 2)	30.63
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.55	
31020 - Bus Aide	22.51	
31030 - Bus Driver	27.61	
31043 - Driver Courier	17.31	
31260 - Parking and Lot Attendant	14.11***	
31290 - Shuttle Bus Driver	18.40	
31310 - Taxi Driver	18.72	
31361 - Truckdriver Light	18.11	
31362 - Truckdriver Medium	20.26	
31363 - Truckdriver Heavy	24.30	
31364 - Truckdriver Tractor-Trailer	24.30	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.33	
99030 - Cashier	13.39***	
99050 - Desk Clerk	14.17***	
99095 - Embalmer	37.63	
99130 - Flight Follower	29.38	
99251 - Laboratory Animal Caretaker I	14.72***	
99252 - Laboratory Animal Caretaker II	15.40	
99260 - Marketing Analyst	36.56	
99310 - Mortician	37.63	
99410 - Pest Controller	22.63	
99510 - Photofinishing Worker	19.57	

99710 - Recycling Laborer	28.31
99711 - Recycling Specialist	31.80
99730 - Refuse Collector	25.84
99810 - Sales Clerk	16.37
99820 - School Crossing Guard	18.74
99830 - Survey Party Chief	36.93
99831 - Surveying Aide	20.39
99832 - Surveying Technician	33.57
99840 - Vending Machine Attendant	21.85
99841 - Vending Machine Repairer	24.73
99842 - Vending Machine Repairer Helper	21.85

***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 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in

the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210
|
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| Wage Determination No.: 2015-4127
Daniel W. Simms | Division of | Revision No.: 22
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 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: Connecticut

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

HAVEN COUNTY: Bethany Branford Cheshire East Haven Guilford Hamden
 Madison Meriden New Haven North Branford North Haven Orange Wallingford
 West Haven

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	18.30	
01012 - Accounting Clerk II	20.55	
01013 - Accounting Clerk III	22.98	
01020 - Administrative Assistant	33.85	
01035 - Court Reporter	26.18	
01041 - Customer Service Representative I	16.49	
01042 - Customer Service Representative II	17.99	
01043 - Customer Service Representative III	20.19	
01051 - Data Entry Operator I	18.87	
01052 - Data Entry Operator II	20.59	
01060 - Dispatcher Motor Vehicle	25.79	
01070 - Document Preparation Clerk	20.98	
01090 - Duplicating Machine Operator	20.98	
01111 - General Clerk I	16.71	
01112 - General Clerk II	18.23	
01113 - General Clerk III	20.46	
01120 - Housing Referral Assistant	26.92	
01141 - Messenger Courier	20.28	
01191 - Order Clerk I	17.52	
01192 - Order Clerk II	21.37	
01261 - Personnel Assistant (Employment) I	20.71	
01262 - Personnel Assistant (Employment) II	23.16	
01263 - Personnel Assistant (Employment) III	25.82	
01270 - Production Control Clerk	23.51	
01290 - Rental Clerk	18.04	
01300 - Scheduler Maintenance	21.57	
01311 - Secretary I	21.57	
01312 - Secretary II	24.82	
01313 - Secretary III	26.92	
01320 - Service Order Dispatcher	20.50	
01410 - Supply Technician	33.85	
01420 - Survey Worker	22.24	
01460 - Switchboard Operator/Receptionist	18.31	
01531 - Travel Clerk I	16.50	
01532 - Travel Clerk II	17.97	
01533 - Travel Clerk III	18.95	
01611 - Word Processor I	19.87	
01612 - Word Processor II	22.32	
01613 - Word Processor III	24.96	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass	28.10	
05010 - Automotive Electrician	29.52	
05040 - Automotive Glass Installer	28.55	
05070 - Automotive Worker	28.55	
05110 - Mobile Equipment Servicer	26.80	

05130 - Motor Equipment Metal Mechanic	30.34
05160 - Motor Equipment Metal Worker	28.55
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	25.82
05250 - Motor Vehicle Upholstery Worker	27.72
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	19.28
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	18.86
07042 - Cook II	20.54
07070 - Dishwasher	13.29***
07130 - Food Service Worker	14.84***
07210 - Meat Cutter	22.21
07260 - Waiter/Waitress	13.11***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.69
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.69
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer Minor	20.90
09130 - Upholsterer	23.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.63***
11060 - Elevator Operator	16.34
11090 - Gardener	23.45
11122 - Housekeeping Aide	16.34
11150 - Janitor	16.34
11210 - Laborer Grounds Maintenance	19.73
11240 - Maid or Houseman	13.73***
11260 - Pruner	17.80
11270 - Tractor Operator	22.36
11330 - Trail Maintenance Worker	19.73
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	24.54
12011 - Breath Alcohol Technician	25.77
12012 - Certified Occupational Therapist Assistant	32.99
12015 - Certified Physical Therapist Assistant	30.92
12020 - Dental Assistant	22.36
12025 - Dental Hygienist	47.19
12030 - EKG Technician	37.92
12035 - Electroneurodiagnostic Technologist	37.92
12040 - Emergency Medical Technician	24.54
12071 - Licensed Practical Nurse I	23.04
12072 - Licensed Practical Nurse II	25.77
12073 - Licensed Practical Nurse III	28.73
12100 - Medical Assistant	18.37
12130 - Medical Laboratory Technician	29.64
12160 - Medical Record Clerk	24.07
12190 - Medical Record Technician	26.93
12195 - Medical Transcriptionist	23.32

12210 - Nuclear Medicine Technologist	54.60	
12221 - Nursing Assistant I	14.42***	
12222 - Nursing Assistant II	16.20	
12223 - Nursing Assistant III	17.68	
12224 - Nursing Assistant IV	19.84	
12235 - Optical Dispenser	28.66	
12236 - Optical Technician	23.14	
12250 - Pharmacy Technician	17.63	
12280 - Phlebotomist	21.25	
12305 - Radiologic Technologist	38.29	
12311 - Registered Nurse I	32.76	
12312 - Registered Nurse II	38.41	
12313 - Registered Nurse II Specialist	38.41	
12314 - Registered Nurse III	49.39	
12315 - Registered Nurse III Anesthetist	49.39	
12316 - Registered Nurse IV	59.20	
12317 - Scheduler (Drug and Alcohol Testing)	31.93	
12320 - Substance Abuse Treatment Counselor	25.24	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	26.35	
13012 - Exhibits Specialist II	32.65	
13013 - Exhibits Specialist III	40.66	
13041 - Illustrator I	28.07	
13042 - Illustrator II	35.08	
13043 - Illustrator III	44.73	
13047 - Librarian	37.25	
13050 - Library Aide/Clerk	15.79	
13054 - Library Information Technology Systems Administrator	32.65	
13058 - Library Technician	27.26	
13061 - Media Specialist I	23.01	
13062 - Media Specialist II	25.63	
13063 - Media Specialist III	28.45	
13071 - Photographer I	20.66	
13072 - Photographer II	24.10	
13073 - Photographer III	32.88	
13074 - Photographer IV	44.26	
13075 - Photographer V	50.85	
13090 - Technical Order Library Clerk	19.14	
13110 - Video Teleconference Technician	27.91	
14000 - Information Technology Occupations		
14041 - Computer Operator I	24.45	
14042 - Computer Operator II	27.35	
14043 - Computer Operator III	30.49	
14044 - Computer Operator IV	33.89	
14045 - Computer Operator V	37.53	
14071 - Computer Programmer I	(see 1)	27.56
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	24.45	
14160 - Personal Computer Support Technician	33.89	

14170 - System Support Specialist	42.69	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54	
15020 - Aircrew Training Devices Instructor (Rated)	43.75	
15030 - Air Crew Training Devices Instructor (Pilot)	52.46	
15050 - Computer Based Training Specialist / Instructor	39.54	
15060 - Educational Technologist	52.02	
15070 - Flight Instructor (Pilot)	52.46	
15080 - Graphic Artist	32.92	
15085 - Maintenance Test Pilot Fixed Jet/Prop	46.67	
15086 - Maintenance Test Pilot Rotary Wing	46.67	
15088 - Non-Maintenance Test/Co-Pilot	46.67	
15090 - Technical Instructor	27.17	
15095 - Technical Instructor/Course Developer	32.55	
15110 - Test Proctor	21.49	
15120 - Tutor	21.49	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler	14.37***	
16030 - Counter Attendant	14.37***	
16040 - Dry Cleaner	16.43	
16070 - Finisher Flatwork Machine	14.37***	
16090 - Presser Hand	14.37***	
16110 - Presser Machine Drycleaning	14.37***	
16130 - Presser Machine Shirts	14.37***	
16160 - Presser Machine Wearing Apparel Laundry	14.37***	
16190 - Sewing Machine Operator	17.11	
16220 - Tailor	17.80	
16250 - Washer Machine	15.05	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	30.51	
19040 - Tool And Die Maker	35.45	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.61	
21030 - Material Coordinator	23.51	
21040 - Material Expediter	23.51	
21050 - Material Handling Laborer	16.25	
21071 - Order Filler	15.98	
21080 - Production Line Worker (Food Processing)	18.61	
21110 - Shipping Packer	18.03	
21130 - Shipping/Receiving Clerk	18.03	
21140 - Store Worker I	15.69	
21150 - Stock Clerk	21.00	
21210 - Tools And Parts Attendant	18.61	
21410 - Warehouse Specialist	18.61	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	31.81	
23019 - Aircraft Logs and Records Technician	28.06	
23021 - Aircraft Mechanic I	30.75	
23022 - Aircraft Mechanic II	31.81	
23023 - Aircraft Mechanic III	33.10	
23040 - Aircraft Mechanic Helper	25.55	
23050 - Aircraft Painter	29.56	
23060 - Aircraft Servicer	28.06	
23070 - Aircraft Survival Flight Equipment Technician	29.56	
23080 - Aircraft Worker	29.19	

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.19
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.75
23110 - Appliance Mechanic	30.67
23120 - Bicycle Repairer	26.99
23125 - Cable Splicer	50.86
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	29.39
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician Maintenance I	32.44
23182 - Electronics Technician Maintenance II	33.85
23183 - Electronics Technician Maintenance III	35.22
23260 - Fabric Worker	28.25
23290 - Fire Alarm System Mechanic	30.13
23310 - Fire Extinguisher Repairer	26.99
23311 - Fuel Distribution System Mechanic	38.34
23312 - Fuel Distribution System Operator	32.68
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	30.75
23381 - Ground Support Equipment Servicer	28.06
23382 - Ground Support Equipment Worker	29.19
23391 - Gunsmith I	26.99
23392 - Gunsmith II	29.39
23393 - Gunsmith III	31.91
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.54
23430 - Heavy Equipment Mechanic	29.03
23440 - Heavy Equipment Operator	36.11
23460 - Instrument Mechanic	31.91
23465 - Laboratory/Shelter Mechanic	30.67
23470 - Laborer	14.91***
23510 - Locksmith	31.57
23530 - Machinery Maintenance Mechanic	30.15
23550 - Machinist Maintenance	23.44
23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	31.91
23592 - Metrology Technician II	33.02
23593 - Metrology Technician III	34.35
23640 - Millwright	31.91
23710 - Office Appliance Repairer	23.14
23760 - Painter Maintenance	25.03
23790 - Pipefitter Maintenance	39.87
23810 - Plumber Maintenance	38.32
23820 - Pneudraulic Systems Mechanic	31.91
23850 - Rigger	31.91
23870 - Scale Mechanic	29.39
23890 - Sheet-Metal Worker Maintenance	32.08
23910 - Small Engine Mechanic	26.23
23931 - Telecommunications Mechanic I	32.51
23932 - Telecommunications Mechanic II	33.64
23950 - Telephone Lineman	31.91
23960 - Welder Combination Maintenance	23.39

23965 - Well Driller	31.91	
23970 - Woodcraft Worker	31.91	
23980 - Woodworker	26.99	
24000 - Personal Needs Occupations		
24550 - Case Manager	18.98	
24570 - Child Care Attendant	13.97***	
24580 - Child Care Center Clerk	18.20	
24610 - Chore Aide	14.24***	
24620 - Family Readiness And Support Services Coordinator		18.98
24630 - Homemaker	24.30	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	31.93	
25040 - Sewage Plant Operator	32.89	
25070 - Stationary Engineer	31.93	
25190 - Ventilation Equipment Tender	27.59	
25210 - Water Treatment Plant Operator	32.89	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	24.35	
27007 - Baggage Inspector	17.98	
27008 - Corrections Officer	36.85	
27010 - Court Security Officer	36.85	
27030 - Detection Dog Handler	20.36	
27040 - Detention Officer	36.85	
27070 - Firefighter	36.85	
27101 - Guard I	17.98	
27102 - Guard II	20.36	
27131 - Police Officer I	33.15	
27132 - Police Officer II	36.85	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	17.28	
28042 - Carnival Equipment Repairer	18.13	
28043 - Carnival Worker	13.75***	
28210 - Gate Attendant/Gate Tender	18.91	
28310 - Lifeguard	13.93***	
28350 - Park Attendant (Aide)	21.15	
28510 - Recreation Aide/Health Facility Attendant		18.98
28515 - Recreation Specialist	26.20	
28630 - Sports Official	16.84	
28690 - Swimming Pool Operator	19.73	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	29.39	
29020 - Hatch Tender	29.39	
29030 - Line Handler	29.39	
29041 - Stevedore I	28.25	
29042 - Stevedore II	30.67	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO) (see 2)		47.95
30011 - Air Traffic Control Specialist Station (HFO) (see 2)		33.06
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		36.41
30021 - Archeological Technician I	20.29	
30022 - Archeological Technician II	22.42	
30023 - Archeological Technician III	27.27	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	27.21	

30051 - Cryogenic Technician I	28.88	
30052 - Cryogenic Technician II	31.90	
30061 - Drafter/CAD Operator I	19.69	
30062 - Drafter/CAD Operator II	22.42	
30063 - Drafter/CAD Operator III	24.89	
30064 - Drafter/CAD Operator IV	30.53	
30081 - Engineering Technician I	19.98	
30082 - Engineering Technician II	22.47	
30083 - Engineering Technician III	25.28	
30084 - Engineering Technician IV	31.22	
30085 - Engineering Technician V	38.08	
30086 - Engineering Technician VI	46.34	
30090 - Environmental Technician	28.69	
30095 - Evidence Control Specialist	26.08	
30210 - Laboratory Technician	22.39	
30221 - Latent Fingerprint Technician I	31.77	
30222 - Latent Fingerprint Technician II	35.09	
30240 - Mathematical Technician	27.27	
30361 - Paralegal/Legal Assistant I	23.36	
30362 - Paralegal/Legal Assistant II	28.94	
30363 - Paralegal/Legal Assistant III	35.39	
30364 - Paralegal/Legal Assistant IV	42.84	
30375 - Petroleum Supply Specialist	31.90	
30390 - Photo-Optics Technician	27.27	
30395 - Radiation Control Technician	31.90	
30461 - Technical Writer I	29.22	
30462 - Technical Writer II	35.74	
30463 - Technical Writer III	43.23	
30491 - Unexploded Ordnance (UXO) Technician I		30.48
30492 - Unexploded Ordnance (UXO) Technician II		36.88
30493 - Unexploded Ordnance (UXO) Technician III		44.20
30494 - Unexploded (UXO) Safety Escort		30.48
30495 - Unexploded (UXO) Sweep Personnel		30.48
30501 - Weather Forecaster I	28.88	
30502 - Weather Forecaster II	35.12	
30620 - Weather Observer Combined Upper Air Or	(see 2)	24.89
Surface Programs		
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	36.88	
31020 - Bus Aide	21.80	
31030 - Bus Driver	27.13	
31043 - Driver Courier	17.67	
31260 - Parking and Lot Attendant	13.82***	
31290 - Shuttle Bus Driver	17.80	
31310 - Taxi Driver	17.07	
31361 - Truckdriver Light	18.55	
31362 - Truckdriver Medium	19.73	
31363 - Truckdriver Heavy	24.52	
31364 - Truckdriver Tractor-Trailer	24.52	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.98	
99030 - Cashier	13.35***	
99050 - Desk Clerk	15.13	
99095 - Embalmer	39.60	

99130 - Flight Follower	30.48
99251 - Laboratory Animal Caretaker I	21.64
99252 - Laboratory Animal Caretaker II	22.43
99260 - Marketing Analyst	29.95
99310 - Mortician	39.60
99410 - Pest Controller	20.19
99510 - Photofinishing Worker	16.02
99710 - Recycling Laborer	24.93
99711 - Recycling Specialist	28.24
99730 - Refuse Collector	22.49
99810 - Sales Clerk	14.73***
99820 - School Crossing Guard	20.13
99830 - Survey Party Chief	31.65
99831 - Surveying Aide	21.74
99832 - Surveying Technician	28.73
99840 - Vending Machine Attendant	22.19
99841 - Vending Machine Repairer	25.36
99842 - Vending Machine Repairer Helper	22.19

***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))."