

2. AMENDMENT/MODIFICATION NO. P00001	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY Savannah River Operations Office U.S. Department of Energy Savannah River Operations P.O. Box A Aiken SC 29802	CODE 893037	7. ADMINISTERED BY (If other than Item 6) Savannah River Operations U.S. Department of Energy Savannah River Operations P.O. Box A Aiken SC 29802	CODE 00901
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) Savannah River Mission Completion, LLC Attn: Kathleen Vaselopulos 109 Ramsey Pl Lynchburg VA 245016722	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 89303322DEM000068
		10B. DATED (SEE ITEM 13) 10/27/2021
CODE 117486417	FACILITY CODE	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
No change in accounting and appropriation data

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER (Specify type of modification and authority)
X	H.11 Labor Standards, FAR 43.103(b) and FAR 52-222.41.

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

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
DUNS Number: 117486417
A. The purpose of this modification is to incorporate U. S. Department of Labor (DOL) Wage Determination (WD) No. 2015-4461, Revision 18 and Wage Determination (WD) No. 2015-4465, Revision 17, which is attached hereto.
B. Section J, Attachment J-6, U.S. Department of Labor Wage Determination, is revised as follows: FROM: No. 2015-4461, Revision 13 TO: No. 2015-4661 Revision 18 and FROM No. 2015-4665, Revision 12 TO: No. 2015-4665, Revision 17.
C. All other terms and conditions remain unchanged.

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Cynthia T. Strowbridge
15B. CONTRACTOR/OFFEROR	16B. UNITED STATES OF AMERICA <i>Cynthia Strowbridge</i> (Signature of Contracting Officer)
(Signature of person authorized to sign)	16C. DATE SIGNED 01/25/2022

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
89303322DEM000068/P00001

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NAME OF OFFEROR OR CONTRACTOR
Savannah River Mission Completion, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Payment:				

REGISTER OF WAGE DETERMINATIONS UNDER THE
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms Director Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 2015-4461

Revision No.: 18

Date of Last Revision: 12/27/2021

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

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

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022, Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: South Carolina

Area: South Carolina Counties of Allendale, Bamberg, Barnwell

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14 .94
01012 - Accounting Clerk II		16 .78
01013 - Accounting Clerk III		18 .77
01020 - Administrative Assistant		31 .95
01035 - Court Reporter		18 .27
01041 - Customer Service Representative I		12 .38
01042 - Customer Service Representative II		13 .66
01043 - Customer Service Representative III		15 .18
01051 - Data Entry Operator I		13 .33
01052 - Data Entry Operator II		14 .55
01060 - Dispatcher, Motor Vehicle		18 .09
01070 - Document Preparation Clerk		14 .55
01090 - Duplicating Machine Operator		14 .55
01111 - General Clerk I		13 .39

01112 - General Clerk II	14 .49
01113 - General Clerk III	16 .28
01120 - Housing Referral Assistant	20 .36
01141 - Messenger Courier	11 .86
01191 - Order Clerk I	13 .33
01192 - Order Clerk II	14 .55
01261 - Personnel Assistant (Employment) I	16 .34
01262 - Personnel Assistant (Employment) II	18 .27
01263 - Personnel Assistant (Employment) III	20 .36
01270 - Production Control Clerk	24 .21
01290 - Rental Clerk	14 .10
01300 - Scheduler, Maintenance	16 .34
01311 - Secretary I	16 .34
01312 - Secretary II	18 .27
01313 - Secretary III	20 .36
01320 - Service Order Dispatcher	16 .17
01410 - Supply Technician	31 .95
01420 - Survey Worker	16 .63
01460 - Switchboard Operator/Receptionist	13 .42
01531 - Travel Clerk I	13 .26
01532 - Travel Clerk II	14 .19
01533 - Travel Clerk III	15 .06
01611 - Word Processor I	14 .55
01612 - Word Processor II	16 .34
01613 - Word Processor III	18 .27

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	20 .91
05010 - Automotive Electrician	18 .01
05040 - Automotive Glass Installer	16 .38
05070 - Automotive Worker	17 .03
05110 - Mobile Equipment Servicer	14 .26
05130 - Motor Equipment Metal Mechanic	19 .16
05160 - Motor Equipment Metal Worker	17 .03
05190 - Motor Vehicle Mechanic	18 .42
05220 - Motor Vehicle Mechanic Helper	13 .98
05250 - Motor Vehicle Upholstery Worker	15 .90
05280 - Motor Vehicle Wrecker	17 .03
05310 - Painter, Automotive	17 .32
05340 - Radiator Repair Specialist	17 .03
05370 - Tire Repairer	12 .96
05400 - Transmission Repair Specialist	19 .16

07000 - Food Preparation And Service Occupations

07010 - Baker	16 .14
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07041 - Cook I	10 .30
07042 - Cook II	11 .88
07070 - Dishwasher	9 .54
07130 - Food Service Worker	13 .18
07210 - Meat Cutter	14 .64
07260 - Waiter/Waitress	9 .06

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	19 .62
09040 - Furniture Handler	12 .92
09080 - Furniture Refinisher	19 .62
09090 - Furniture Refinisher Helper	15 .27
09110 - Furniture Repairer, Minor	17 .31
09130 - Upholsterer	19 .31

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	12 .28
11060 - Elevator Operator	12 .28
11090 - Gardener	15 .63
11122 - Housekeeping Aide	10 .51
11150 - Janitor	10 .51
11210 - Laborer, Grounds Maintenance	12 .00
11240 - Maid or Houseman	9 .48
11260 - Pruner	10 .73
11270 - Tractor Operator	14 .43
11330 - Trail Maintenance Worker	12 .00
11360 - Window Cleaner	11 .75

12000 - Health Occupations

12010 - Ambulance Driver	16 .54
12011 - Breath Alcohol Technician	19 .83
12012 - Certified Occupational Therapist Assistant	27 .20
12015 - Certified Physical Therapist Assistant	27 .41
12020 - Dental Assistant	17 .94
12025 - Dental Hygienist	29 .24
12030 - EKG Technician	30 .05
12035 - Electroneurodiagnostic Technologist	30 .05
12040 - Emergency Medical Technician	16 .54
12071 - Licensed Practical Nurse I	17 .73
12072 - Licensed Practical Nurse II	19 .83
12073 - Licensed Practical Nurse III	22 .10
12100 - Medical Assistant	14 .12
12130 - Medical Laboratory Technician	24 .77
12160 - Medical Record Clerk	15 .52
12190 - Medical Record Technician	18 .10

12195 - Medical Transcriptionist	17 .73
12210 - Nuclear Medicine Technologist	43 .57
12221 - Nursing Assistant I	11 .85
12222 - Nursing Assistant II	13 .32
12223 - Nursing Assistant III	14 .53
12224 - Nursing Assistant IV	16 .32
12235 - Optical Dispenser	19 .83
12236 - Optical Technician	17 .73
12250 - Pharmacy Technician	14 .38
12280 - Phlebotomist	17 .73
12305 - Radiologic Technologist	27 .13
12311 - Registered Nurse I	25 .86
12312 - Registered Nurse II	29 .50
12313 - Registered Nurse II, Specialist	29 .50
12314 - Registered Nurse III	35 .70
12315 - Registered Nurse III, Anesthetist	35 .70
12316 - Registered Nurse IV	42 .78
12317 - Scheduler (Drug and Alcohol Testing)	24 .55
12320 - Substance Abuse Treatment Counselor	24 .56

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	19 .51
13012 - Exhibits Specialist II	24 .18
13013 - Exhibits Specialist III	29 .58
13041 - Illustrator I	19 .33
13042 - Illustrator II	23 .95
13043 - Illustrator III	29 .29
13047 - Librarian	26 .77
13050 - Library Aide/Clerk	13 .44
13054 - Library Information Technology Systems Administrator	24 .18
13058 - Library Technician	14 .82
13061 - Media Specialist I	17 .44
13062 - Media Specialist II	19 .51
13063 - Media Specialist III	21 .76
13071 - Photographer I	17 .29
13072 - Photographer II	19 .33
13073 - Photographer III	23 .95
13074 - Photographer IV	29 .29
13075 - Photographer V	35 .45
13090 - Technical Order Library Clerk	17 .04
13110 - Video Teleconference Technician	18 .84

14000 - Information Technology Occupations

14041 - Computer Operator I	13 .41
14042 - Computer Operator II	16 .20

14043 - Computer Operator III		19 .95
14044 - Computer Operator IV		20 .79
14045 - Computer Operator V		24 .54
14071 - Computer Programmer I	(see 1)	24 .88
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		13 .41
14160 - Personal Computer Support Technician		20 .79
14170 - System Support Specialist		24 .54

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)		30 .77
15020 - Aircrew Training Devices Instructor (Rated)		37 .24
15030 - Air Crew Training Devices Instructor (Pilot)		44 .62
15050 - Computer Based Training Specialist / Instructor		30 .77
15060 - Educational Technologist		30 .75
15070 - Flight Instructor (Pilot)		44 .62
15080 - Graphic Artist		27 .38
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44 .62
15086 - Maintenance Test Pilot, Rotary Wing		44 .62
15088 - Non-Maintenance Test/Co-Pilot		44 .62
15090 - Technical Instructor		22 .12
15095 - Technical Instructor/Course Developer		27 .38
15110 - Test Proctor		18 .04
15120 - Tutor		17 .93

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

16010 - Assembler		10 .10
16030 - Counter Attendant		10 .10
16040 - Dry Cleaner		12 .48
16070 - Finisher, Flatwork, Machine		10 .10
16090 - Presser, Hand		10 .10
16110 - Presser, Machine, Drycleaning		10 .10
16130 - Presser, Machine, Shirts		10 .10
16160 - Presser, Machine, Wearing Apparel, Laundry		10 .10
16190 - Sewing Machine Operator		13 .17
16220 - Tailor		14 .02
16250 - Washer, Machine		10 .93

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)		20 .04
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19040 - Tool And Die Maker 24 .91

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 17 .58
21030 - Material Coordinator 24 .15
21040 - Material Expediter 24 .15
21050 - Material Handling Laborer 13 .54
21071 - Order Filler 12 .69
21080 - Production Line Worker (Food Processing) 17 .58
21110 - Shipping Packer 16 .60
21130 - Shipping/Receiving Clerk 16 .60
21140 - Store Worker I 12 .02
21150 - Stock Clerk 16 .65
21210 - Tools And Parts Attendant 17 .58
21410 - Warehouse Specialist 17 .58

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 24 .07
23019 - Aircraft Logs and Records Technician 18 .83
23021 - Aircraft Mechanic I 22 .72
23022 - Aircraft Mechanic II 24 .07
23023 - Aircraft Mechanic III 25 .32
23040 - Aircraft Mechanic Helper 16 .14
23050 - Aircraft, Painter 21 .43
23060 - Aircraft Servicer 18 .83
23070 - Aircraft Survival Flight Equipment Technician 21 .43
23080 - Aircraft Worker 20 .15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20 .15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22 .72
23110 - Appliance Mechanic 21 .43
23120 - Bicycle Repairer 17 .48
23125 - Cable Splicer 32 .27
23130 - Carpenter, Maintenance 20 .46
23140 - Carpet Layer 20 .15
23160 - Electrician, Maintenance 23 .76
23181 - Electronics Technician Maintenance I 20 .15
23182 - Electronics Technician Maintenance II 21 .43
23183 - Electronics Technician Maintenance III 22 .72
23260 - Fabric Worker 18 .83
23290 - Fire Alarm System Mechanic 22 .72
23310 - Fire Extinguisher Repairer 17 .48
23311 - Fuel Distribution System Mechanic 22 .72
23312 - Fuel Distribution System Operator 17 .48
23370 - General Maintenance Worker 19 .25
23380 - Ground Support Equipment Mechanic 22 .72

23381 - Ground Support Equipment Servicer	18 .83
23382 - Ground Support Equipment Worker	20 .15
23391 - Gunsmith I	17 .48
23392 - Gunsmith II	20 .15
23393 - Gunsmith III	22 .72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20 .62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21 .85
23430 - Heavy Equipment Mechanic	22 .72
23440 - Heavy Equipment Operator	19 .89
23460 - Instrument Mechanic	22 .72
23465 - Laboratory/Shelter Mechanic	21 .43
23470 - Laborer	13 .54
23510 - Locksmith	21 .43
23530 - Machinery Maintenance Mechanic	25 .01
23550 - Machinist, Maintenance	21 .66
23580 - Maintenance Trades Helper	16 .14
23591 - Metrology Technician I	22 .72
23592 - Metrology Technician II	24 .07
23593 - Metrology Technician III	25 .32
23640 - Millwright	25 .85
23710 - Office Appliance Repairer	20 .99
23760 - Painter, Maintenance	21 .43
23790 - Pipefitter, Maintenance	23 .74
23810 - Plumber, Maintenance	22 .39
23820 - Pneudraulic Systems Mechanic	22 .72
23850 - Rigger	22 .72
23870 - Scale Mechanic	20 .15
23890 - Sheet-Metal Worker, Maintenance	22 .72
23910 - Small Engine Mechanic	20 .15
23931 - Telecommunications Mechanic I	29 .90
23932 - Telecommunications Mechanic II	31 .68
23950 - Telephone Lineman	22 .72
23960 - Welder, Combination, Maintenance	18 .00
23965 - Well Driller	22 .72
23970 - Woodcraft Worker	22 .72
23980 - Woodworker	17 .48
24000 - Personal Needs Occupations	
24550 - Case Manager	17 .20
24570 - Child Care Attendant	11 .00
24580 - Child Care Center Clerk	14 .04
24610 - Chore Aide	11 .95
24620 - Family Readiness And Support Services Coordinator	17 .20
24630 - Homemaker	17 .20

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	25	.58
25040 - Sewage Plant Operator	18	.55
25070 - Stationary Engineer	23	.58
25190 - Ventilation Equipment Tender	16	.66
25210 - Water Treatment Plant Operator	18	.55

27000 - Protective Service Occupations

27004 - Alarm Monitor	13	.45
27007 - Baggage Inspector	15	.07
27008 - Corrections Officer	16	.67
27010 - Court Security Officer	16	.71
27030 - Detection Dog Handler	16	.86
27040 - Detention Officer	16	.67
27070 - Firefighter	17	.27
27101 - Guard I	15	.07
27102 - Guard II	16	.86
27131 - Police Officer I	18	.74
27132 - Police Officer II	20	.83

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	11	.85
28042 - Carnival Equipment Repairer	12	.84
28043 - Carnival Worker	8	.80
28210 - Gate Attendant/Gate Tender	16	.91
28310 - Lifeguard	14	.77
28350 - Park Attendant (Aide)	18	.92
28510 - Recreation Aide/Health Facility Attendant	13	.81
28515 - Recreation Specialist	22	.99
28630 - Sports Official	15	.06
28690 - Swimming Pool Operator	17	.62

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	22	.18
29020 - Hatch Tender	22	.18
29030 - Line Handler	22	.18
29041 - Stevedore I	21	.49
29042 - Stevedore II	24	.37

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40 .29
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27 .78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30 .59
30021 - Archeological Technician I		20 .28
30022 - Archeological Technician II		22 .69

30023 - Archeological Technician III		28 .11
30030 - Cartographic Technician		27 .87
30040 - Civil Engineering Technician		24 .43
30051 - Cryogenic Technician I		26 .37
30052 - Cryogenic Technician II		29 .12
30061 - Drafter/CAD Operator I		20 .28
30062 - Drafter/CAD Operator II		22 .69
30063 - Drafter/CAD Operator III		25 .28
30064 - Drafter/CAD Operator IV		29 .85
30081 - Engineering Technician I		17 .77
30082 - Engineering Technician II		20 .10
30083 - Engineering Technician III		22 .53
30084 - Engineering Technician IV		27 .93
30085 - Engineering Technician V		32 .62
30086 - Engineering Technician VI		37 .46
30090 - Environmental Technician		27 .76
30095 - Evidence Control Specialist		23 .81
30210 - Laboratory Technician		23 .96
30221 - Latent Fingerprint Technician I		26 .37
30222 - Latent Fingerprint Technician II		29 .12
30240 - Mathematical Technician		27 .76
30361 - Paralegal/Legal Assistant I		18 .29
30362 - Paralegal/Legal Assistant II		23 .16
30363 - Paralegal/Legal Assistant III		28 .33
30364 - Paralegal/Legal Assistant IV		34 .27
30375 - Petroleum Supply Specialist		29 .12
30390 - Photo-Optics Technician		27 .76
30395 - Radiation Control Technician		29 .12
30461 - Technical Writer I		25 .63
30462 - Technical Writer II		31 .34
30463 - Technical Writer III		37 .91
30491 - Unexploded Ordnance (UXO) Technician I		25 .60
30492 - Unexploded Ordnance (UXO) Technician II		30 .98
30493 - Unexploded Ordnance (UXO) Technician III		37 .13
30494 - Unexploded (UXO) Safety Escort		25 .60
30495 - Unexploded (UXO) Sweep Personnel		25 .60
30501 - Weather Forecaster I		26 .55
30502 - Weather Forecaster II		32 .31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25 .28
30621 - Weather Observer, Senior	(see 2)	26 .00

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30 .98
31020 - Bus Aide		15 .10
31030 - Bus Driver		20 .42

31043 - Driver Courier	13 .74
31260 - Parking and Lot Attendant	13 .52
31290 - Shuttle Bus Driver	14 .35
31310 - Taxi Driver	12 .18
31361 - Truckdriver, Light	14 .35
31362 - Truckdriver, Medium	15 .45
31363 - Truckdriver, Heavy	22 .66
31364 - Truckdriver, Tractor-Trailer	22 .66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15 .10
99030 - Cashier	9 .36
99050 - Desk Clerk	10 .00
99095 - Embalmer	26 .29
99130 - Flight Follower	25 .60
99251 - Laboratory Animal Caretaker I	13 .59
99252 - Laboratory Animal Caretaker II	14 .76
99260 - Marketing Analyst	32 .08
99310 - Mortician	26 .29
99410 - Pest Controller	21 .23
99510 - Photofinishing Worker	13 .45
99710 - Recycling Laborer	13 .96
99711 - Recycling Specialist	16 .94
99730 - Refuse Collector	11 .96
99810 - Sales Clerk	10 .95
99820 - School Crossing Guard	13 .52
99830 - Survey Party Chief	22 .67
99831 - Surveying Aide	14 .76
99832 - Surveying Technician	20 .16
99840 - Vending Machine Attendant	18 .20
99841 - Vending Machine Repairer	22 .72
99842 - Vending Machine Repairer Helper	18 .20

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: \$4.60 per hour, up to 40 hours per week, or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour, up to 40 hours per week, or \$169.20 per week, or \$733.20 per month*

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

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

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

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms Director Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 2015-4465
Revision No.: 17
Date of Last Revision: 12/27/2021

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

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

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022, Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Lincoln, McDuffie, Richmond
South Carolina Counties of Aiken, Edgefield

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14 .55
01012 - Accounting Clerk II		16 .33
01013 - Accounting Clerk III		18 .27
01020 - Administrative Assistant		25 .29
01035 - Court Reporter		18 .64
01041 - Customer Service Representative I		12 .57
01042 - Customer Service Representative II		14 .14
01043 - Customer Service Representative III		15 .42
01051 - Data Entry Operator I		13 .68
01052 - Data Entry Operator II		14 .92
01060 - Dispatcher, Motor Vehicle		20 .04
01070 - Document Preparation Clerk		14 .84
01090 - Duplicating Machine Operator		14 .84

01111 - General Clerk I	13 .39
01112 - General Clerk II	14 .49
01113 - General Clerk III	16 .21
01120 - Housing Referral Assistant	20 .78
01141 - Messenger Courier	11 .84
01191 - Order Clerk I	15 .08
01192 - Order Clerk II	17 .16
01261 - Personnel Assistant (Employment) I	16 .74
01262 - Personnel Assistant (Employment) II	18 .72
01263 - Personnel Assistant (Employment) III	20 .87
01270 - Production Control Clerk	24 .21
01290 - Rental Clerk	14 .61
01300 - Scheduler, Maintenance	16 .66
01311 - Secretary I	16 .66
01312 - Secretary II	18 .64
01313 - Secretary III	20 .78
01320 - Service Order Dispatcher	17 .91
01410 - Supply Technician	25 .29
01420 - Survey Worker	16 .97
01460 - Switchboard Operator/Receptionist	13 .06
01531 - Travel Clerk I	12 .32
01532 - Travel Clerk II	13 .59
01533 - Travel Clerk III	14 .67
01611 - Word Processor I	14 .84
01612 - Word Processor II	16 .66
01613 - Word Processor III	18 .64

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	22 .63
05010 - Automotive Electrician	19 .81
05040 - Automotive Glass Installer	18 .38
05070 - Automotive Worker	18 .65
05110 - Mobile Equipment Servicer	15 .93
05130 - Motor Equipment Metal Mechanic	21 .07
05160 - Motor Equipment Metal Worker	18 .65
05190 - Motor Vehicle Mechanic	20 .76
05220 - Motor Vehicle Mechanic Helper	14 .87
05250 - Motor Vehicle Upholstery Worker	17 .46
05280 - Motor Vehicle Wrecker	18 .65
05310 - Painter, Automotive	19 .50
05340 - Radiator Repair Specialist	18 .65
05370 - Tire Repairer	14 .71
05400 - Transmission Repair Specialist	21 .07

07000 - Food Preparation And Service Occupations

07010 - Baker	12 .13
07041 - Cook I	12 .67
07042 - Cook II	14 .62
07070 - Dishwasher	9 .16
07130 - Food Service Worker	9 .52
07210 - Meat Cutter	16 .05
07260 - Waiter/Waitress	9 .04

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	17 .84
09040 - Furniture Handler	12 .10
09080 - Furniture Refinisher	17 .84
09090 - Furniture Refinisher Helper	13 .88
09110 - Furniture Repairer, Minor	15 .74
09130 - Upholsterer	17 .84

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	12 .06
11060 - Elevator Operator	11 .45
11090 - Gardener	17 .62
11122 - Housekeeping Aide	11 .45
11150 - Janitor	11 .45
11210 - Laborer, Grounds Maintenance	13 .34
11240 - Maid or Houseman	9 .23
11260 - Pruner	11 .81
11270 - Tractor Operator	16 .24
11330 - Trail Maintenance Worker	13 .34
11360 - Window Cleaner	12 .93

12000 - Health Occupations

12010 - Ambulance Driver	15 .97
12011 - Breath Alcohol Technician	18 .91
12012 - Certified Occupational Therapist Assistant	28 .53
12015 - Certified Physical Therapist Assistant	27 .49
12020 - Dental Assistant	18 .84
12025 - Dental Hygienist	29 .39
12030 - EKG Technician	32 .88
12035 - Electroneurodiagnostic Technologist	32 .88
12040 - Emergency Medical Technician	15 .97
12071 - Licensed Practical Nurse I	17 .21
12072 - Licensed Practical Nurse II	19 .24
12073 - Licensed Practical Nurse III	21 .45
12100 - Medical Assistant	14 .92
12130 - Medical Laboratory Technician	24 .25
12160 - Medical Record Clerk	19 .54

12190 - Medical Record Technician	21 .86
12195 - Medical Transcriptionist	17 .85
12210 - Nuclear Medicine Technologist	37 .57
12221 - Nursing Assistant I	11 .55
12222 - Nursing Assistant II	12 .98
12223 - Nursing Assistant III	14 .16
12224 - Nursing Assistant IV	15 .90
12235 - Optical Dispenser	17 .26
12236 - Optical Technician	16 .42
12250 - Pharmacy Technician	15 .72
12280 - Phlebotomist	15 .53
12305 - Radiologic Technologist	28 .82
12311 - Registered Nurse I	25 .86
12312 - Registered Nurse II	29 .44
12313 - Registered Nurse II, Specialist	29 .44
12314 - Registered Nurse III	35 .62
12315 - Registered Nurse III, Anesthetist	35 .62
12316 - Registered Nurse IV	42 .69
12317 - Scheduler (Drug and Alcohol Testing)	23 .84
12320 - Substance Abuse Treatment Counselor	22 .31

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	22 .54
13012 - Exhibits Specialist II	27 .91
13013 - Exhibits Specialist III	34 .15
13041 - Illustrator I	22 .54
13042 - Illustrator II	27 .91
13043 - Illustrator III	34 .15
13047 - Librarian	30 .92
13050 - Library Aide/Clerk	13 .42
13054 - Library Information Technology Systems Administrator	27 .91
13058 - Library Technician	16 .35
13061 - Media Specialist I	20 .14
13062 - Media Specialist II	22 .54
13063 - Media Specialist III	25 .12
13071 - Photographer I	18 .36
13072 - Photographer II	20 .54
13073 - Photographer III	25 .44
13074 - Photographer IV	31 .12
13075 - Photographer V	37 .66
13090 - Technical Order Library Clerk	17 .31
13110 - Video Teleconference Technician	20 .81

14000 - Information Technology Occupations

14041 - Computer Operator I	17 .84
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14042 - Computer Operator II		21 .56
14043 - Computer Operator III		24 .78
14044 - Computer Operator IV		27 .54
14045 - Computer Operator V		30 .50
14071 - Computer Programmer I	(see 1)	24 .88
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		17 .84
14160 - Personal Computer Support Technician		27 .54
14170 - System Support Specialist		30 .50

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)		30 .47
15020 - Aircrew Training Devices Instructor (Rated)		36 .87
15030 - Air Crew Training Devices Instructor (Pilot)		44 .19
15050 - Computer Based Training Specialist / Instructor		30 .47
15060 - Educational Technologist		36 .92
15070 - Flight Instructor (Pilot)		44 .19
15080 - Graphic Artist		22 .19
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44 .19
15086 - Maintenance Test Pilot, Rotary Wing		44 .19
15088 - Non-Maintenance Test/Co-Pilot		44 .19
15090 - Technical Instructor		23 .64
15095 - Technical Instructor/Course Developer		28 .92
15110 - Test Proctor		19 .09
15120 - Tutor		19 .09

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

16010 - Assembler		9 .90
16030 - Counter Attendant		9 .90
16040 - Dry Cleaner		11 .89
16070 - Finisher, Flatwork, Machine		9 .90
16090 - Presser, Hand		9 .90
16110 - Presser, Machine, Drycleaning		9 .90
16130 - Presser, Machine, Shirts		9 .90
16160 - Presser, Machine, Wearing Apparel, Laundry		9 .90
16190 - Sewing Machine Operator		12 .56
16220 - Tailor		13 .26
16250 - Washer, Machine		10 .56

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	20 .43
19040 - Tool And Die Maker	25 .54

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	17 .58
21030 - Material Coordinator	24 .15
21040 - Material Expediter	24 .15
21050 - Material Handling Laborer	12 .30
21071 - Order Filler	11 .54
21080 - Production Line Worker (Food Processing)	17 .58
21110 - Shipping Packer	17 .51
21130 - Shipping/Receiving Clerk	17 .51
21140 - Store Worker I	11 .82
21150 - Stock Clerk	16 .82
21210 - Tools And Parts Attendant	17 .58
21410 - Warehouse Specialist	17 .58

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	28 .50
23019 - Aircraft Logs and Records Technician	22 .48
23021 - Aircraft Mechanic I	26 .98
23022 - Aircraft Mechanic II	28 .50
23023 - Aircraft Mechanic III	30 .00
23040 - Aircraft Mechanic Helper	19 .50
23050 - Aircraft, Painter	25 .37
23060 - Aircraft Servicer	22 .48
23070 - Aircraft Survival Flight Equipment Technician	25 .37
23080 - Aircraft Worker	23 .58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23 .58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26 .98
23110 - Appliance Mechanic	20 .31
23120 - Bicycle Repairer	18 .18
23125 - Cable Splicer	34 .70
23130 - Carpenter, Maintenance	20 .92
23140 - Carpet Layer	20 .66
23160 - Electrician, Maintenance	23 .88
23181 - Electronics Technician Maintenance I	27 .26
23182 - Electronics Technician Maintenance II	28 .93
23183 - Electronics Technician Maintenance III	30 .78
23260 - Fabric Worker	20 .59
23290 - Fire Alarm System Mechanic	18 .00
23310 - Fire Extinguisher Repairer	19 .06
23311 - Fuel Distribution System Mechanic	24 .40
23312 - Fuel Distribution System Operator	19 .02
23370 - General Maintenance Worker	19 .25

23380 - Ground Support Equipment Mechanic	26 .98
23381 - Ground Support Equipment Servicer	22 .48
23382 - Ground Support Equipment Worker	23 .58
23391 - Gunsmith I	19 .06
23392 - Gunsmith II	22 .00
23393 - Gunsmith III	24 .84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20 .55
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21 .79
23430 - Heavy Equipment Mechanic	25 .61
23440 - Heavy Equipment Operator	19 .15
23460 - Instrument Mechanic	24 .84
23465 - Laboratory/Shelter Mechanic	23 .35
23470 - Laborer	12 .30
23510 - Locksmith	18 .60
23530 - Machinery Maintenance Mechanic	26 .34
23550 - Machinist, Maintenance	22 .85
23580 - Maintenance Trades Helper	15 .16
23591 - Metrology Technician I	24 .84
23592 - Metrology Technician II	26 .33
23593 - Metrology Technician III	27 .71
23640 - Millwright	26 .13
23710 - Office Appliance Repairer	17 .81
23760 - Painter, Maintenance	17 .49
23790 - Pipefitter, Maintenance	24 .84
23810 - Plumber, Maintenance	23 .35
23820 - Pneudraulic Systems Mechanic	24 .84
23850 - Rigger	24 .84
23870 - Scale Mechanic	22 .00
23890 - Sheet-Metal Worker, Maintenance	24 .84
23910 - Small Engine Mechanic	18 .99
23931 - Telecommunications Mechanic I	25 .65
23932 - Telecommunications Mechanic II	27 .19
23950 - Telephone Lineman	23 .76
23960 - Welder, Combination, Maintenance	23 .13
23965 - Well Driller	24 .84
23970 - Woodcraft Worker	24 .84
23980 - Woodworker	19 .06
24000 - Personal Needs Occupations	
24550 - Case Manager	13 .79
24570 - Child Care Attendant	11 .00
24580 - Child Care Center Clerk	14 .04
24610 - Chore Aide	10 .69
24620 - Family Readiness And Support Services Coordinator	13 .79
24630 - Homemaker	15 .32

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	28 .99
25040 - Sewage Plant Operator	20 .87
25070 - Stationary Engineer	28 .99
25190 - Ventilation Equipment Tender	20 .49
25210 - Water Treatment Plant Operator	20 .87

27000 - Protective Service Occupations

27004 - Alarm Monitor	16 .57
27007 - Baggage Inspector	15 .96
27008 - Corrections Officer	17 .76
27010 - Court Security Officer	18 .73
27030 - Detection Dog Handler	17 .85
27040 - Detention Officer	17 .76
27070 - Firefighter	18 .51
27101 - Guard I	15 .96
27102 - Guard II	17 .85
27131 - Police Officer I	19 .97
27132 - Police Officer II	22 .19

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	12 .58
28042 - Carnival Equipment Repairer	13 .68
28043 - Carnival Worker	9 .14
28210 - Gate Attendant/Gate Tender	17 .30
28310 - Lifeguard	11 .34
28350 - Park Attendant (Aide)	19 .36
28510 - Recreation Aide/Health Facility Attendant	14 .14
28515 - Recreation Specialist	22 .72
28630 - Sports Official	15 .43
28690 - Swimming Pool Operator	17 .62

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	29 .36
29020 - Hatch Tender	29 .36
29030 - Line Handler	29 .36
29041 - Stevedore I	27 .48
29042 - Stevedore II	31 .17

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40 .29
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27 .78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30 .59
30021 - Archeological Technician I		20 .28
30022 - Archeological Technician II		22 .69

30023 - Archeological Technician III		28 .11
30030 - Cartographic Technician		27 .87
30040 - Civil Engineering Technician		26 .72
30051 - Cryogenic Technician I		26 .98
30052 - Cryogenic Technician II		29 .80
30061 - Drafter/CAD Operator I		20 .28
30062 - Drafter/CAD Operator II		22 .69
30063 - Drafter/CAD Operator III		25 .28
30064 - Drafter/CAD Operator IV		29 .85
30081 - Engineering Technician I		17 .77
30082 - Engineering Technician II		20 .10
30083 - Engineering Technician III		22 .53
30084 - Engineering Technician IV		27 .93
30085 - Engineering Technician V		32 .62
30086 - Engineering Technician VI		37 .46
30090 - Environmental Technician		30 .54
30095 - Evidence Control Specialist		24 .36
30210 - Laboratory Technician		25 .96
30221 - Latent Fingerprint Technician I		26 .98
30222 - Latent Fingerprint Technician II		29 .80
30240 - Mathematical Technician		30 .54
30361 - Paralegal/Legal Assistant I		18 .68
30362 - Paralegal/Legal Assistant II		23 .14
30363 - Paralegal/Legal Assistant III		28 .31
30364 - Paralegal/Legal Assistant IV		34 .24
30375 - Petroleum Supply Specialist		29 .80
30390 - Photo-Optics Technician		27 .76
30395 - Radiation Control Technician		29 .80
30461 - Technical Writer I		25 .63
30462 - Technical Writer II		31 .34
30463 - Technical Writer III		37 .91
30491 - Unexploded Ordnance (UXO) Technician I		25 .60
30492 - Unexploded Ordnance (UXO) Technician II		30 .98
30493 - Unexploded Ordnance (UXO) Technician III		37 .13
30494 - Unexploded (UXO) Safety Escort		25 .60
30495 - Unexploded (UXO) Sweep Personnel		25 .60
30501 - Weather Forecaster I		29 .85
30502 - Weather Forecaster II		36 .31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25 .28
30621 - Weather Observer, Senior	(see 2)	26 .00

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30 .98
31020 - Bus Aide		12 .58

31030 - Bus Driver	16 .50
31043 - Driver Courier	16 .22
31260 - Parking and Lot Attendant	9 .90
31290 - Shuttle Bus Driver	16 .39
31310 - Taxi Driver	11 .80
31361 - Truckdriver, Light	17 .63
31362 - Truckdriver, Medium	19 .04
31363 - Truckdriver, Heavy	20 .06
31364 - Truckdriver, Tractor-Trailer	20 .06

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist	15 .10
99030 - Cashier	9 .84
99050 - Desk Clerk	10 .00
99095 - Embalmer	26 .29
99130 - Flight Follower	25 .60
99251 - Laboratory Animal Caretaker I	14 .30
99252 - Laboratory Animal Caretaker II	15 .52
99260 - Marketing Analyst	26 .78
99310 - Mortician	26 .29
99410 - Pest Controller	16 .41
99510 - Photofinishing Worker	13 .45
99710 - Recycling Laborer	16 .11
99711 - Recycling Specialist	19 .54
99730 - Refuse Collector	14 .39
99810 - Sales Clerk	11 .29
99820 - School Crossing Guard	13 .42
99830 - Survey Party Chief	22 .77
99831 - Surveying Aide	14 .82
99832 - Surveying Technician	20 .25
99840 - Vending Machine Attendant	17 .92
99841 - Vending Machine Repairer	22 .45
99842 - Vending Machine Repairer Helper	17 .92

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: \$4.60 per hour, up to 40 hours per week, or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour, up to 40 hours per week, or \$169.20 per week, or \$733.20 per month*

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

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

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

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title,

but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).