

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE OF PAGES 1   28
2. AMENDMENT/MODIFICATION NO. P00007	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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
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.
CODE 117486417			9B. DATED (SEE ITEM 11)
FACILITY CODE		x	10A. MODIFICATION OF CONTRACT/ORDER NO. 89303322DEM000068
			10B. DATED (SEE ITEM 13) 10/27/2021

**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)

See Schedule

**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:
X	D. OTHER (Specify type of modification and authority) FAR 43.103(b) and FAR 52.222-41 Service Contract Labor Standards (AUG 2018).

**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

UEI: C32KCWJ94LY8


A. The purpose of this modification is to incorporate U. S. Department of Labor (DOL) Wage Determination (WD) No. 2015-4461, Revision 22 and Wage Determination (WD) No. 2015-4465, Revision 21, 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 19 TO: No. 2015-4661 Revision 22 and FROM No. 2015-4665, Revision 18 TO: No. 2015-4665, Revision 21.

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  (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)	16C. DATE SIGNED 03/02/2023

Previous edition unusable

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
89303322DEM000068/P00007

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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.: 22  
Date of Last Revision: 12/27/2022

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.

<p>If the contract is entered into <u>on or after January 30, 2022</u>, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p>	<ul style="list-style-type: none"> <li>• Executive Order 14026 generally applies to contract.</li> <li>• The contractor must pay all covered workers <b>at least \$16.20 per hour</b> (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</li> </ul>
<p>If the contract was awarded <u>on or between January 1, 2015 and January 29, 2022</u>, and the contract is <u>not</u> renewed or extended on or after January 30, 2022:</p>	<ul style="list-style-type: none"> <li>• Executive Order 13658 generally applies to the contract.</li> <li>• The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</li> </ul>

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](http://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
<b>01000 - Administrative Support And Clerical Occupations</b>		
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		19 .12
01041 - Customer Service Representative I		13 .07***

01042 - Customer Service Representative II	14 .26***
01043 - Customer Service Representative III	16 .00***
01051 - Data Entry Operator I	13 .96***
01052 - Data Entry Operator II	15 .23***
01060 - Dispatcher, Motor Vehicle	18 .09
01070 - Document Preparation Clerk	15 .23***
01090 - Duplicating Machine Operator	15 .23***
01111 - General Clerk I	13 .39***
01112 - General Clerk II	14 .49***
01113 - General Clerk III	16 .28
01120 - Housing Referral Assistant	21 .31
01141 - Messenger Courier	12 .42***
01191 - Order Clerk I	13 .96***
01192 - Order Clerk II	15 .23***
01261 - Personnel Assistant (Employment) I	17 .09
01262 - Personnel Assistant (Employment) II	19 .12
01263 - Personnel Assistant (Employment) III	21 .31
01270 - Production Control Clerk	24 .21
01290 - Rental Clerk	14 .10***
01300 - Scheduler, Maintenance	17 .09
01311 - Secretary I	17 .09
01312 - Secretary II	19 .12
01313 - Secretary III	21 .31
01320 - Service Order Dispatcher	16 .17***
01410 - Supply Technician	31 .95
01420 - Survey Worker	18 .29
01460 - Switchboard Operator/Receptionist	13 .64***
01531 - Travel Clerk I	13 .77***
01532 - Travel Clerk II	14 .73***
01533 - Travel Clerk III	15 .67***
01611 - Word Processor I	15 .23***
01612 - Word Processor II	17 .09
01613 - Word Processor III	19 .12

**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	13 .76***
05400 - Transmission Repair Specialist	19 .16

**07000 - Food Preparation And Service Occupations**

07010 - Baker	16 .14***
07041 - Cook I	10 .78***
07042 - Cook II	12 .42***
07070 - Dishwasher	10 .49***
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	17 .19
11122 - Housekeeping Aide	11 .34***
11150 - Janitor	11 .34***
11210 - Laborer, Grounds Maintenance	13 .20***
11240 - Maid or Houseman	10 .43***
11260 - Pruner	11 .80***
11270 - Tractor Operator	15 .87***
11330 - Trail Maintenance Worker	13 .20***
11360 - Window Cleaner	12 .68***

**12000 - Health Occupations**

12010 - Ambulance Driver	16 .54
12011 - Breath Alcohol Technician	20 .11
12012 - Certified Occupational Therapist Assistant	27 .59
12015 - Certified Physical Therapist Assistant	28 .83
12020 - Dental Assistant	17 .94
12025 - Dental Hygienist	32 .16
12030 - EKG Technician	30 .48
12035 - Electroneurodiagnostic Technologist	30 .48

12040 - Emergency Medical Technician	16 .54
12071 - Licensed Practical Nurse I	17 .98
12072 - Licensed Practical Nurse II	20 .11
12073 - Licensed Practical Nurse III	22 .42
12100 - Medical Assistant	14 .12***
12130 - Medical Laboratory Technician	24 .77
12160 - Medical Record Clerk	15 .79***
12190 - Medical Record Technician	18 .10
12195 - Medical Transcriptionist	17 .98
12210 - Nuclear Medicine Technologist	44 .21
12221 - Nursing Assistant I	11 .96***
12222 - Nursing Assistant II	13 .44***
12223 - Nursing Assistant III	14 .66***
12224 - Nursing Assistant IV	16 .46
12235 - Optical Dispenser	20 .11
12236 - Optical Technician	17 .98
12250 - Pharmacy Technician	14 .38***
12280 - Phlebotomist	17 .73
12305 - Radiologic Technologist	28 .00
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 .92
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 .46***
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 .50***
16030 - Counter Attendant	10 .50***
16040 - Dry Cleaner	12 .97***
16070 - Finisher, Flatwork, Machine	10 .50***
16090 - Presser, Hand	10 .50***
16110 - Presser, Machine, Drycleaning	10 .50***

16130 - Presser, Machine, Shirts	10 .50***
16160 - Presser, Machine, Wearing Apparel, Laundry	10 .50***
16190 - Sewing Machine Operator	13 .69***
16220 - Tailor	14 .58***
16250 - Washer, Machine	11 .36***

**19000 - Machine Tool Operation And Repair Occupations**

19010 - Machine-Tool Operator (Tool Room)	20 .04
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 .73***
21071 - Order Filler	13 .50***
21080 - Production Line Worker (Food Processing)	17 .58
21110 - Shipping Packer	16 .89
21130 - Shipping/Receiving Clerk	16 .89
21140 - Store Worker I	12 .14***
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	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	33 .63
23130 - Carpenter, Maintenance	21 .07
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 .73***
23510 - Locksmith	21 .43
23530 - Machinery Maintenance Mechanic	25 .11
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	21 .01
23760 - Painter, Maintenance	21 .43
23790 - Pipefitter, Maintenance	24 .48
23810 - Plumber, Maintenance	23 .08
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	12 .61***
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	14 .05***
27007 - Baggage Inspector	15 .07***
27008 - Corrections Officer	16 .67
27010 - Court Security Officer	17 .79
27030 - Detection Dog Handler	16 .86
27040 - Detention Officer	16 .67
27070 - Firefighter	17 .57
27101 - Guard I	15 .07***
27102 - Guard II	16 .86
27131 - Police Officer I	19 .44
27132 - Police Officer II	21 .61

**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) 41 .27  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 28 .46  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 31 .33  
30021 - Archeological Technician I 20 .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 26 .22  
30492 - Unexploded Ordnance (UXO) Technician II 31 .73  
30493 - Unexploded Ordnance (UXO) Technician III 38 .03  
30494 - Unexploded (UXO) Safety Escort 26 .22  
30495 - Unexploded (UXO) Sweep Personnel 26 .22

30501 - Weather Forecaster I		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		31 .73
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 .47***
99030 - Cashier		10 .30***
99050 - Desk Clerk		10 .58***
99095 - Embalmer		26 .29
99130 - Flight Follower		26 .22
99251 - Laboratory Animal Caretaker I		14 .95***
99252 - Laboratory Animal Caretaker II		16 .24
99260 - Marketing Analyst		32 .08
99310 - Mortician		26 .29
99410 - Pest Controller		21 .45
99510 - Photofinishing Worker		13 .78***
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 .65***
99830 - Survey Party Chief		22 .67
99831 - Surveying Aide		14 .76***
99832 - Surveying Technician		20 .16
99840 - Vending Machine Attendant		18 .38
99841 - Vending Machine Repairer		22 .95
99842 - Vending Machine Repairer Helper		18 .38

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage

requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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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](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

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

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

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

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

**HOLIDAYS:** A minimum of 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 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.: 21

Date of Last Revision: 12/27/2022

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.

<p>If the contract is entered into <u>on or after January 30, 2022</u>, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p>	<ul style="list-style-type: none"> <li>• Executive Order 14026 generally applies to contract.</li> <li>• The contractor must pay all covered workers <b>at least \$16.20 per hour</b> (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</li> </ul>
<p>If the contract was awarded <u>on or between January 1, 2015 and January 29, 2022</u>, and the contract is <u>not</u> renewed or extended on or after January 30, 2022:</p>	<ul style="list-style-type: none"> <li>• Executive Order 13658 generally applies to the contract.</li> <li>• The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</li> </ul>

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](http://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
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14 .55****
01012 - Accounting Clerk II		16 .33
01013 - Accounting Clerk III		18 .27
01020 - Administrative Assistant		27 .82
01035 - Court Reporter		18 .64



01041 - Customer Service Representative I	13 .14***
01042 - Customer Service Representative II	14 .34***
01043 - Customer Service Representative III	16 .09***
01051 - Data Entry Operator I	14 .39***
01052 - Data Entry Operator II	15 .70***
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	12 .44***
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	27 .82
01420 - Survey Worker	16 .97
01460 - Switchboard Operator/Receptionist	13 .88***
01531 - Travel Clerk I	13 .55***
01532 - Travel Clerk II	14 .95***
01533 - Travel Clerk III	16 .14***
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	13 .34***
07041 - Cook I	12 .67***
07042 - Cook II	14 .62***
07070 - Dishwasher	10 .08***
07130 - Food Service Worker	10 .47***
07210 - Meat Cutter	16 .05***
07260 - Waiter/Waitress	9 .04***

**09000 - Furniture Maintenance And Repair Occupations**

09010 - Electrostatic Spray Painter	18 .35
09040 - Furniture Handler	12 .10***
09080 - Furniture Refinisher	18 .35
09090 - Furniture Refinisher Helper	13 .88***
09110 - Furniture Repairer, Minor	16 .18***
09130 - Upholsterer	18 .35

**11000 - General Services And Support Occupations**

11030 - Cleaner, Vehicles	12 .06***
11060 - Elevator Operator	11 .45***
11090 - Gardener	18 .45
11122 - Housekeeping Aide	11 .45***
11150 - Janitor	11 .45***
11210 - Laborer, Grounds Maintenance	13 .92***
11240 - Maid or Houseman	10 .15***
11260 - Pruner	12 .33***
11270 - Tractor Operator	16 .97
11330 - Trail Maintenance Worker	13 .92***
11360 - Window Cleaner	12 .93***

**12000 - Health Occupations**

12010 - Ambulance Driver	15 .97***
12011 - Breath Alcohol Technician	20 .06
12012 - Certified Occupational Therapist Assistant	30 .22
12015 - Certified Physical Therapist Assistant	29 .80
12020 - Dental Assistant	18 .84
12025 - Dental Hygienist	29 .90
12030 - EKG Technician	32 .88

12035 - Electroneurodiagnostic Technologist	32 .88
12040 - Emergency Medical Technician	15 .97***
12071 - Licensed Practical Nurse I	17 .93
12072 - Licensed Practical Nurse II	20 .06
12073 - Licensed Practical Nurse III	22 .36
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 .93
12210 - Nuclear Medicine Technologist	37 .57
12221 - Nursing Assistant I	11 .99***
12222 - Nursing Assistant II	13 .48***
12223 - Nursing Assistant III	14 .71***
12224 - Nursing Assistant IV	16 .51
12235 - Optical Dispenser	17 .64
12236 - Optical Technician	17 .93
12250 - Pharmacy Technician	17 .08
12280 - Phlebotomist	15 .53***
12305 - Radiologic Technologist	28 .82
12311 - Registered Nurse I	25 .86
12312 - Registered Nurse II	29 .83
12313 - Registered Nurse II, Specialist	29 .83
12314 - Registered Nurse III	36 .08
12315 - Registered Nurse III, Anesthetist	36 .08
12316 - Registered Nurse IV	43 .26
12317 - Scheduler (Drug and Alcohol Testing)	24 .85
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 .95
13072 - Photographer II	21 .20

13073 - Photographer III	26 .27
13074 - Photographer IV	32 .14
13075 - Photographer V	38 .87
13090 - Technical Order Library Clerk	17 .31
13110 - Video Teleconference Technician	22 .89

**14000 - Information Technology Occupations**

14041 - Computer Operator I	18 .45
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	18 .45
14160 - Personal Computer Support Technician	27 .54
14170 - System Support Specialist	30 .50

**15000 - Instructional Occupations**

15010 - Aircrew Training Devices Instructor (Non-Rated)	31 .39
15020 - Aircrew Training Devices Instructor (Rated)	37 .97
15030 - Air Crew Training Devices Instructor (Pilot)	45 .52
15050 - Computer Based Training Specialist / Instructor	31 .39
15060 - Educational Technologist	36 .92
15070 - Flight Instructor (Pilot)	45 .52
15080 - Graphic Artist	22 .96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45 .52
15086 - Maintenance Test Pilot, Rotary Wing	45 .52
15088 - Non-Maintenance Test/Co-Pilot	45 .52
15090 - Technical Instructor	24 .20
15095 - Technical Instructor/Course Developer	29 .60
15110 - Test Proctor	19 .54
15120 - Tutor	19 .54

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

16010 - Assembler	10 .29***
16030 - Counter Attendant	10 .29***
16040 - Dry Cleaner	12 .35***
16070 - Finisher, Flatwork, Machine	10 .29***
16090 - Presser, Hand	10 .29***

16110 - Presser, Machine, Drycleaning	10 .29***
16130 - Presser, Machine, Shirts	10 .29***
16160 - Presser, Machine, Wearing Apparel, Laundry	10 .29***
16190 - Sewing Machine Operator	13 .05***
16220 - Tailor	13 .78***
16250 - Washer, Machine	10 .97***

**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	13 .53***
21071 - Order Filler	12 .69***
21080 - Production Line Worker (Food Processing)	17 .58
21110 - Shipping Packer	17 .51
21130 - Shipping/Receiving Clerk	17 .51
21140 - Store Worker I	11 .94***
21150 - Stock Clerk	16 .99
21210 - Tools And Parts Attendant	17 .58
21410 - Warehouse Specialist	17 .58

**23000 - Mechanics And Maintenance And Repair Occupations**

23010 - Aerospace Structural Welder	29 .09
23019 - Aircraft Logs and Records Technician	22 .74
23021 - Aircraft Mechanic I	27 .44
23022 - Aircraft Mechanic II	29 .09
23023 - Aircraft Mechanic III	30 .61
23040 - Aircraft Mechanic Helper	19 .50
23050 - Aircraft, Painter	25 .79
23060 - Aircraft Servicer	22 .74
23070 - Aircraft Survival Flight Equipment Technician	25 .79
23080 - Aircraft Worker	24 .30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24 .30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27 .44
23110 - Appliance Mechanic	22 .34
23120 - Bicycle Repairer	19 .18
23125 - Cable Splicer	35 .24
23130 - Carpenter, Maintenance	23 .01
23140 - Carpet Layer	20 .66
23160 - Electrician, Maintenance	26 .27
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 .72
23290 - Fire Alarm System Mechanic	19 .80
23310 - Fire Extinguisher Repairer	19 .18
23311 - Fuel Distribution System Mechanic	26 .84
23312 - Fuel Distribution System Operator	20 .92
23370 - General Maintenance Worker	19 .25
23380 - Ground Support Equipment Mechanic	27 .44
23381 - Ground Support Equipment Servicer	22 .74
23382 - Ground Support Equipment Worker	24 .30
23391 - Gunsmith I	19 .18
23392 - Gunsmith II	22 .14
23393 - Gunsmith III	25 .00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21 .40
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22 .69
23430 - Heavy Equipment Mechanic	25 .61
23440 - Heavy Equipment Operator	21 .07
23460 - Instrument Mechanic	25 .00
23465 - Laboratory/Shelter Mechanic	23 .50
23470 - Laborer	13 .53***
23510 - Locksmith	20 .46
23530 - Machinery Maintenance Mechanic	28 .90
23550 - Machinist, Maintenance	22 .85
23580 - Maintenance Trades Helper	15 .16***
23591 - Metrology Technician I	25 .00
23592 - Metrology Technician II	26 .50
23593 - Metrology Technician III	27 .88
23640 - Millwright	28 .74
23710 - Office Appliance Repairer	17 .81
23760 - Painter, Maintenance	17 .49
23790 - Pipefitter, Maintenance	25 .00
23810 - Plumber, Maintenance	23 .50
23820 - Pneudraulic Systems Mechanic	25 .00
23850 - Rigger	25 .00
23870 - Scale Mechanic	22 .14
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	25 .00
23960 - Welder, Combination, Maintenance	23 .13
23965 - Well Driller	25 .00
23970 - Woodcraft Worker	25 .00

23980 - Woodworker 19 .18

**24000 - Personal Needs Occupations**

24550 - Case Manager 15 .17\*\*\*  
24570 - Child Care Attendant 11 .00\*\*\*  
24580 - Child Care Center Clerk 14 .13\*\*\*  
24610 - Chore Aide 11 .24\*\*\*  
24620 - Family Readiness And Support Services Coordinator 15 .17\*\*\*  
24630 - Homemaker 15 .71\*\*\*

**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 17 .74  
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 21 .84  
27132 - Police Officer II 24 .27

**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 23 .85  
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)	41 .26
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	28 .46
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	31 .33
30021 - Archeological Technician I		20 .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		28 .14
30052 - Cryogenic Technician II		31 .09
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		25 .41
30210 - Laboratory Technician		27 .17
30221 - Latent Fingerprint Technician I		28 .14
30222 - Latent Fingerprint Technician II		31 .09
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		31 .09
30390 - Photo-Optics Technician		27 .76
30395 - Radiation Control Technician		31 .09
30461 - Technical Writer I		26 .03
30462 - Technical Writer II		31 .85
30463 - Technical Writer III		38 .52
30491 - Unexploded Ordnance (UXO) Technician I		26 .22
30492 - Unexploded Ordnance (UXO) Technician II		31 .73
30493 - Unexploded Ordnance (UXO) Technician III		38 .03
30494 - Unexploded (UXO) Safety Escort		26 .22



30495 - Unexploded (UXO) Sweep Personnel		26 .22
30501 - Weather Forecaster I		29 .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		31 .73
31020 - Bus Aide		12 .58***
31030 - Bus Driver		16 .50
31043 - Driver Courier		16 .22
31260 - Parking and Lot Attendant		10 .89***
31290 - Shuttle Bus Driver		16 .39
31310 - Taxi Driver		11 .80***
31361 - Truckdriver, Light		17 .63
31362 - Truckdriver, Medium		19 .04
31363 - Truckdriver, Heavy		22 .07
31364 - Truckdriver, Tractor-Trailer		22 .07

### **99000 - Miscellaneous Occupations**

99020 - Cabin Safety Specialist		15 .47***
99030 - Cashier		10 .47***
99050 - Desk Clerk		10 .72***
99095 - Embalmer		26 .29
99130 - Flight Follower		26 .22
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		17 .51
99510 - Photofinishing Worker		13 .78***
99710 - Recycling Laborer		16 .41
99711 - Recycling Specialist		19 .99
99730 - Refuse Collector		14 .53***
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		18 .66
99841 - Vending Machine Repairer		23 .41
99842 - Vending Machine Repairer Helper		18 .66

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

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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](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

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

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

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

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

HOLIDAYS: A minimum of 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)).